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Boilermakers rally for Avondale workers

Rally shows need for stronger health and safety protections

ON WORKERS' MEMORIAL DAY, April 28, thousands attended a service in New Orleans for workers killed at the giant defense contractor, Avondale Industries. The rally not only honored those killed and injured on the job, but spotlighted the need for stronger health and safety protections at the shipyard. Just three weeks earlier, OSHA fined this Navy ship builder more than a half a million dollars for a host of unsafe working conditions.

More than 2,000 people attended the rally, most wearing T-shirts with pro-union slogans and logos of unions representing workers in the area. Busloads of trade unionists arrived — Steelworkers, Asbestos workers, Cytex chemical workers, and OCAW members. The international presidents of three unions attended, as well as area ministers. The rally also honored Rev. Avery Alexander, a state legislator and civil rights activist who died in March. Alexander had been a staunch supporter of the Avondale workers, often speaking at rallies on their behalf.

The rally began with a procession of 35 Avondale workers, each carrying a white cross with the name of a worker who had died at the shipyard since 1974. Church bells rang as the name of each deceased worker was announced. Angus Fountain, an Avondale worker who is a steward and organizing committee member, carried a cross bearing the name of his brother, who bled to death at the shipyard.

The Rev. Jesse Jackson, one of the scheduled speakers, was unable to attend the rally as he was flying to Yugoslavia to negotiate the release of three U.S. soldiers being held as prisoners of war. He did address the rally from an airport telephone, urging the workers to not be discouraged. "Let's keep hope alive. Six years is too long to wait for your democratic vote to be fulfilled," he said.



Thirty-five Avondale workers carry signs bearing the names of deceased coworkers at an April 28th rally highlighting poor safety conditions at the New Orleans shipyard.

AFL-CIO President John Sweeney told the crowd that, "The eyes of the world are on Avondale shipyard." Citing Avondale's willful safety violations, he called Avondale a "cruel cor-

porate thug," urging the shipyard workers to continue their battle to gain recognition and a labor contract from the nation's largest nonunion shipyard.

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Construction conference examines challenges, opportunities

EPA NOx ruling, electric power deregulation dominate discussions

THE CONSTRUCTION DIVISION in Miami, March 1-5, brought together about 150 Boilermaker lodge leaders and staff to discuss the state of the industry, the state of our union, and how Boilermakers can get more work. The meetings quickly revealed that opportunities abound, but our union and our members also face some serious challenges.

International President Charles W. Jones began the meeting by announcing some good news — a payment of \$775,000 from Brown and Root as settlement of an unfair labor practice charge stemming from a *Fight Back*

campaign in West Virginia. The settlement went toward back-pay awards for 47 Local 667 members and for the expenses of the International in litigating the case.

In announcing the award, Jones praised IVP Newton B. Jones, Intl. Rep. Barry Edwards, and the late Connie Mobley for their hard work in creating the *Fight Back* program in 1986. Their hard work in the beginning was continued by other *Fight Back* organizers, along with excellent legal assistance from Blake & Uhlig attorneys Mike Stapp, Mike Manley, and Bob Dameron. Since 1986, the *Fight Back* program has collected over \$10 million in back-pay awards for the volunteer organizers who took the risks necessary to make the program work.

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L-687 crew earns NEA's highest craftsman award

Bechtel nominates crew for ingenuity and innovation

MEMBERS OF LOCAL 687, Charleston Heights, S.C., have earned the National Erectors Association (NEA) Craftsman of the Year Award for Ingenuity and Innovation in Construction, NEA's highest award. Foreman Bobby Jones, Al Williams, James Moore, and Paul Holler, all members of Local 687, designed and field fabricated a remotely operated tool, allowing the completion of a pump installation ahead of schedule and under budget.

The Bechtel Construction Company nominated the Boilermaker crew for their work at the U.S. Department of Energy's Savannah River Project for Westinghouse in Aiken, S.C. Ken Hedman, Bechtel's principal vice president and manager of labor relations, said the crew made an outstanding contribution. He said their development and installation of the remotely operated pump system deserves national recognition for good old-fash-

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Pictured above is a typical waste tank and containment under construction at the Savannah River site, where Local 687 members earned the National Erectors Association's highest craftsman of the year award.

Quinn fights for the American worker

Guest Editorial by Rep. Jack Quinn (R-30-NY)

IT IS A GREAT HONOR to receive the Legislator of the Year Award from the AFL-CIO's International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers. I am particularly pleased to be invited to write a few words about workers' issues in this edition of your newspaper and to tell you about my continuing fight to protect U.S. jobs and forge a relationship between labor and the Republican Party.

My ties to labor go back to my early days growing up in a close-knit community in South Buffalo, N.Y. My entire family worked for the unions. In fact, my father, Jack Sr., spent more than 30 years as an engineer on the South Buffalo Railroad. During my late teens, I spent the summer months off from high school to work at Bethlehem Steel. After graduating from college, I spent ten years as an English educator at Orchard Park Middle School and was an active member of the Orchard Park Teachers union.

Today, I am representative of the 30th congressional district of New York. My district consists of two-thirds of the city of Buffalo and its suburbs

south and east of the city. It is a blue-collar town dominated by steel, rail, and automobile plants. There are a vast number of unionized workers in my district, and it can be confusing to some people that I have even been able to survive through four terms of Congress in a district that has Democrats outweighing Republicans by a two-to-one margin. The reason is simple. Constituent service is second to none in my office, and I have always maintained an open door policy with my constituents, which include labor unions.

I take great pride in being a pro-labor Republican and am proud of my efforts to forge relationships with unionized workers and bring Republicans and labor to the table to discuss issues of mutual concern.

My history of working with labor has put me in the notable position of being named chairman of the House Republican Working Group on Labor, which is dedicated to building and maintaining a relationship between labor and the Republican Party and ensuring that U.S. jobs are protected.

The Working Group consists of 45 Republicans who get together to discuss pending issues and report to the party leadership about the concerns of labor.

Back home in Buffalo, I established my labor roundtable, an innovative think-tank of local labor leaders representing the top organized unions in western New York. The round table talks are designed to develop two-way communication between labor and myself so that we can generate new perspectives about the needs of the working men and women of our area. It is an opportunity to solicit fresh ideas and discuss currently debated issues before Congress that will directly affect working families in our community.

It has been proven that with many issues, labor and Republicans can work together. I know labor is not a monolith totally opposed to all Republicans, and I want you to know that not every Republican is opposed to issues that are important to working families.

The working relationship I have developed with labor unions has helped bring many workers' concerns to the forefront. One of the issues most recently brought to the attention of the American people was the passage of the Visclosky-Quinn steel quota bill in the House of Representatives, a bill that some naysayers said would never get to the floor of the House, but I fought hard for the legislation and garnered enough support for it to be passed. Other issues I have worked on with labor include striker replacement, comp. time, the TEAM Act, ensuring protections for Amtrak employees, opposing NAFTA and Fast-Track Authority, retaining Davis-Bacon, and ensuring collective bargaining rights for rail workers.

After spearheading the fight for a minimum wage hike in 1996, I feel another minimum wage increase is on the horizon in the 106th Congress. I have already taken the lead on this important issue to workers with my own bill, The Long-Term Minimum Wage Adjustment Act (H.R. 964), that will raise the wage each year so that it doesn't continue to be an issue that is only raised every two years during election time. The working poor of this country deserve a fair increase in their paychecks to help feed their families and live with dignity.

Other issues that most likely will be coming up this Congress include a possible attack on Davis-Bacon protections, the federal standard that guarantees prevailing wages on projects; right-to-work legislation that would change the Fair Labor Standards Act to allow nonunion workers to enjoy the benefits of a negotiated contract, whether they join the union or not; and Fast-Track Authority [for trade agree-



REP. JACK QUINN (R-30-NY)

ments], which I believe will sell-off American jobs. The U.S. needs to practice responsible trade and Fast Track is a bad deal.

By working together we have made major strides. Approximately 30 to 35 Republicans will look to me on labor-related votes. Many of the Republicans I work with on labor issues represent districts that are similar to mine – blue collar union districts. I have also found that House Speaker J. Dennis Hastert (R-14th-IL) is very open to the concerns of labor. The most recent example was his agreement to have the Congressional Steel Caucus, in which I serve as executive committee chairman, bring up the steel quota issue on the House floor for a vote despite the refusal of some Republican members.

Our country has serious problems that cannot be resolved without bipartisanship. What I have learned as a member of the Working Group and in working with unions is that we can and need to work together to get things done. As members of Congress, we strive to create economic conditions that will encourage the creation of good job opportunities and raise the standard of living for all Americans.

As George Becker, president of the United Steelworkers of America, once told me, the sky will not fall when you work with Republicans. I hope I have been able to convince some of you that his statement is very true. I look forward to advancing the relationship between labor and Republicans on both the local and national level as well as continuing an open and accessible policy with labor organizations. □

LEGISLATOR OF THE YEAR



Rep. Jack Quinn (R-30 NY), center, accepts the Legislator of the Year Award from ADL Bridget Martin and DL Ande Abbott.

Boilermakers name Republican Representative Jack Quinn (30-NY) Legislator of the Year

EACH YEAR, THE Boilermakers select a Legislator of the Year based on that representative's support of workers' issues. This years' choice proves that it doesn't matter what political party you belong to, it only matters how you act. Either you support workers' issues or you don't. Republican Congressman Jack Quinn is a stalwart supporter of workers and their families.

Currently serving his fourth term in the U.S. House of Representatives, Quinn hails from New York's 30th District. His district is predominantly Democrat, yet he was re-elected to another term in 1998, by an overwhelming 68 percent vote.

Quinn's election success in a predominantly Democratic district results from his philosophy of making service to his constituents his top priority. Since his election to Congress in 1992, Quinn has successfully opened and closed over 7,000 cases

on behalf of the people in his district. He is chairman of the Republican Party's labor task group, he led the fight to increase the minimum wage in 1996, and he has earned awards for his work on behalf of our nation's veterans.

Legislative Director Ande Abbott announced Quinn's selection as Legislator of the Year at the Boilermakers' 31st annual legislative conference on March 16. He said, "We are not locked into a party. Our job is to try to get 218 votes in order to get labor's agenda passed in the House. We have to have friends on both sides of the aisle, and we have never had a major piece of legislation that we haven't had to have bipartisan support. We have quite a few Republicans who are helping us out and the reason they are helping is because of guys like Jack Quinn. That's why he has been chosen our Legislator of the Year." □



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A prize-winning newspaper

Construction conference examines challenges, opportunities

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The legal arguments of our attorneys won us an important Supreme Court decision upholding our right to organize this way, and as *Fight Back* spread to other unions, the AFL-CIO created COMET, an organizing program based on the *Fight Back* approach.

"It isn't over," Jones vowed. "We still have cases in litigation, and we will never sit back and let the nonunion sector take away our work. But as times change, our needs change. We are now looking at billions of dollars of new work created by the EPA's NOx-reduction rules. To man those jobs, we're going to need to recruit new members."

Jones asks members to focus on recruiting, building union

DESPITE THE SUCCESS of *Fight Back*, our International union continues to lose members each year, largely because retirements outpace indenturing of apprentices.

"Over the next few years," Jones explained, "we are looking at billions of dollars of additional work in power plants in the eastern U.S. because of a new EPA ruling regarding NOx emissions. We can't indenture new apprentices fast enough to fill the need. We must recruit new members from among highly skilled nonunion workers."

Having too much work may not seem like a problem to craftsmen who have had difficulty getting enough work to live on over the past two decades, but it is serious. If we cannot man the work presented to us, we will lose it. And we must man this work with Boilermakers, not permit workers, Jones explained. Excess permitting in the 1960s and 1970s led to a stronger nonunion sector in the 1980s, allowing them to take away a lot of our work.

IST Jerry Z. Willburn underscored Jones's admonition that recruiting new members is the key to our survival both as a union and as a craft.

"We're losing an average of about 100 members a month to retirement," Willburn said. "Let's not make the mistakes we made in the 1960s and 1970s. Let's take members in."

IVP Newton Jones has been working on a recruitment program, and President Jones announced at the conference that

Organizing Director William Creedon would also be working on it.

Recruiting is already underway – and working

PRESIDENT JONES PRAISED Organizing Director Bill Creedon and organizers Gene Forkin and Gary Evenson for helping Local 455 find skilled tube welders for the fall outage in Cumberland City, Tenn. Evenson dispatched 43 newly recruited Boilermakers from Arizona, and Forkin recruited skilled tube welders from the Northeast and Great Lakes areas.

In another development, Canadian Boilermakers were cleared to work in Ohio, owing to a labor shortage in that area.

Even the Pension Trust is working to help Boilermaker lodges man their jobs. They have announced a plan to allow retired Boilermakers to return to work for up to 999.5 hours per year without losing their retirement benefits during bona fide periods of manpower shortage. Details of the plan are included in the article at right. For more specific information, contact your local lodge.

Much of the extra work expected over the next three years will come from the installation of selective catalytic reduction units (SCR). Construction Division Director Joe Meredith addressed the conference on the jurisdictional aspects of SCR installation.

Former IR Earl Holland, who now works for Smogbuster, discussed their new ventilation system, invented by Local 359 Boilermakers Keith Ferlin and Moe Kemp. This system works far better than respirators for many jobs, particularly those involving scaffolding. These units have shown success in Canada and are now coming to the U.S.

Deregulation still looms before us

GUEST SPEAKER MAITLAND Horner, vice president of construction for U.S. Generating Co., addressed the conference regarding how his company is responding to deregulation in California, and what he sees ahead for the power industry.

Horner outlined what power companies will be looking for as deregulation spreads across the country: efficiency, reliability, low development costs, low operating costs, flexibility, and low

impact on the environment. Given those criteria, it did not surprise many people to hear him predict that coal-power plants will become less in demand while demand for natural gas grows.

Horner's insistence on teamwork and cost-reduction prompted many members of the audience to remind him of the many Boilermaker programs which promote cooperation and drive down costs, such as Common Arc, drug-testing, safety training, pulmonary function testing and respirator fit, and our ability to man jobs quickly and reduce outage time. Horner also emphasized the advantage to customers of reducing outage time.

Wilfred Connell reported on how we can keep new customers. Connell has been visiting meetings of businessmen, demonstrating to them the advantage of using Boilermaker contractors.

"To keep new customers," he said, "we need to know how we're doing. And customers are thrilled to be able to tell us how we're doing. All we need to do is ask. That is an important key to keeping customers."

Connell has visited Business Roundtable meetings in Florida and Indiana, as well as the St. Louis Council of Construction Consumers. He said customers are always surprised to hear how many effective, cost-reducing programs we have in place.

John Erickson presented the NACBE safety awards to the local lodge in each vice presidential area with the lowest

accident rate. This year, for the first time since NACBE began tracking Boilermaker safety statistics in 1991, the lost-time accident rate increased slightly, from 1.04 to 1.23. The compensable injury rate continued to fall, though, from 28.71 to 24.20.

Our safety record is still impressive. The NACBE index showed 30 of 56 lodges without a single lost-time accident. All five regional winners had lost-time accident rates of zero; the national winner, Local 204, Honolulu, Hawaii, also managed to have a compensable injury rate of zero.

Legislative Director Ande Abbott told the group that the Kyoto protocols require reduction of carbon dioxide emissions to levels that are unrealistically low. The result will be job losses among American workers, without any demonstrable benefit in cleaner air.

Bridget Martin, assistant to the legislative director, discussed upcoming legislative issues. She also emphasized the need for local lodge leaders to be active in politics at the state and municipal levels. State boiler boards make determinations that affect our members, as do many other state and local agencies.

Intl. Rep. Bob Heinie talked about the need to understand and comply with laws and rulings governing sexual harassment. He reminded participants that sexual harassment cases don't just apply to the employer. The employee may also be personally liable for any harassing actions. □

Retirees can now help meet labor shortage

New pension rule allows retirees to work 999.5 hrs without loss of benefits

IN AN EFFORT to meet the labor needs of the industries our union serves, the Board of Trustees of the Boilermaker-Blacksmith National Pension Trust has adopted a Special Retiree Work Rule, which allows eligible retirees to work up to 999.5 hours without loss of pension benefits.

To be eligible, a participant must have been receiving benefits from the Boilermaker-Blacksmith National Pension Trust for the last 24 months. To sign a construction lodge out-of-work list, eligible retirees must have at least 6,000 hours of boilermaker field construction experience, or have satisfactorily completed an apprenticeship in the

Boilermakers National Apprentice Program to do field construction work.

The Special Retiree Work Rule applies only in those areas or locals where a bona fide labor shortage exists. It is effective Feb. 1, 1999 through Jan. 31, 2000. The board reserves the right to extend this special rule for a longer period of time.

Work must be covered under either a Boilermaker collective bargaining agreement that requires contributions to the pension plan, a temporary supervisor agreement, or an alumni agreement. Names of eligible participating retirees will be placed on an inactive work list of retirees, from which employers may select by name, regardless of list position. For a more detailed explanation of the referral of retirees, please contact a Construction Boilermaker local lodge. □

Othal Smith Jr. appointed as new IVP for SFEAW Division

OTHAL SMITH JR.'S appointment by Intl. Pres. C. W. Jones to serve as International Vice President for the Stove, Furnace, Energy, and Allied Appliance Workers (SFEAW) Division has been approved by the Executive Council, effective March 1, 1999, following the retirement of Thomas Kemme.

Smith served as General Counsel to the Stove Workers union from 1980 until their merger with the Boilermakers union in 1994, when he withdrew from law practice to serve as the Boilermakers' Assistant to the Director of Research and Collective Bargaining Services. He became director of the SFEAW Division in January 1999.

Smith also serves on the Tennessee Workers Compensation Advisory Council, the Advisory Council to the U.S. Department of Labor's Bureau of Labor Statistics, and as a volunteer director of the Tennessee Center for Labor Management Relations. □



Othal Smith Jr. now serves as Intl. vice president of the SFEAW Division.

Organizing Department helps man job in Tennessee

Newly recruited Boilermakers from Arizona make the difference in a difficult outage

WHEN LOCAL 455 Boilermakers started their fall outage at TVA's Cumberland City Steam Plant, they didn't expect to run short of workers, even though work was plentiful throughout the country. But when the forecasted number of Boilermakers needed at peak time turned out to be too low, assistant business manager Ed Vance knew he was going to have to scour the entire country.

Phone calls to District 57 and other locals throughout the Southeast brought in some workers, but not enough. He contacted MOST and

made use of their nationwide referral service with the same results: some, but not quite enough to fully man the job.

Then the International's Organizing Department got involved. Organizing Director Bill Creedon contacted organizer Gary Evenson, who was able to dispatch 43 newly recruited Boilermakers from the Navajo reservation in Arizona, and Gene Forkin, who recruited skilled tube welders from the Northeast and Great Lakes areas.

By the time the outage was over, more than 630 Boilermakers had been used on the job. Vance reported that the extraordinary efforts of all involved allowed them to complete the job on time, with high-quality work, and most important of all, to the satisfaction of the contractor and the customer. □

Union Tools announces three million dollar expansion

Improvements will create 100 new bargaining unit jobs for Local 1916

UNION TOOLS COMPANY, where members of Local 1916, Frankfort, N.Y., are employed, has announced plans to expand and renovate their Frankfort facility. The three million dollar expansion will include the building of a new 22,000 square-foot building, renovation of the existing facility, and new equipment. The company plans to move their Columbus, Ohio, manufacturing operations to Frankfort.

The consolidation of manufacturing operations will create 100 new bargaining unit jobs in Frankfort, and the company plans to have all new employees hired and production commencing by August 1999.

Since it was chartered in 1957, Local 1916 has represented Union Tool employees, who produce steel forged lawn and garden tools, farm tools, ice and snow removal tools, industry & construction tools (including shovels, scoops, rakes, scrapers, and wheelbarrows) under the name brands of Green Thumb, Yard 'n Garden, Flex Beam, Farm King, Trail Blazer, Razorback, Jet-Lite, Atlas, and The Repeater. □

Local Five members prove value of union work



MEMBERS OF LOCAL FIVE, New York City, N.Y., have retubed a 45-year old boiler for the New York City Department of Transportation. Local Five Asst. Bus. Mgr. Jack Mellon and foreman Mike King convinced the Transportation Department that they could save money by hiring a union crew. Not only did Local Five members keep costs down by performing the job within budget, on time, and

accident-free, but they continued Local Five's tradition of performing high-quality work.

Pictured above are the Local Five crew members, front row - S. Yandoli; middle row - ABM J. Mellon, R. Steakin, R. Romagnolo, G. Bryant Jr., T. Ross; and back row - J. Bruzzese. Not pictured are A. Galosic, F. Rubin, and foreman M. King. □

NLT members build tanks for Cargill in Tampa Bay



Job provides perfect setting for dolphin viewing

IN THE PHOTO above, a crew lifts a self-supporting roof onto one of the two tanks they are building for Cargill, Inc. in Tampa Bay, Fla. The Winbco Tank crew of B. Myhr, M. Locke, R. Baker, S. Snyder, D. Strader, G. Custer, J. Holst, L. Cain, and R. Holloway, said they were entertained daily by dolphins herding bait fish in the bay near the job site. Photo submitted by Intl. Rep. Wil Hinojosa. □

L-687 crew earns NEA's highest craftsman award

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ion American ingenuity. Their contribution led to significant cost and schedule savings, and the furtherance of excellence in safety.

Local 687 Asst. Bus. Mgr. Jim Bryant said the crew was installing pumps to finish emptying radioactive liquid waste from huge underground tanks. They had to lower the pumps through holes that were normally plugged, and the tank's internal bracing kept getting in the way.

"Jones and his crew designed a tool to cut the bracing so the pump could be installed," explained Bryant. "Because the tank was highly radioactive, the tool had to be operated by remote control, so the crew also lowered a miniature camera into the hole so they could view the operation. As you can imagine, this was an extremely intricate maneuver and it resulted in a tremendous savings to the company as so many tanks had to be emptied," said Bryant.

In nominating the Boilermaker crew, Bechtel Vice Pres. W. S. Elkins wrote that: "The 'tool box' of skills carried by our craftsmen requires that they have an impressive list of credentials. They must have the training and qualifications necessary to support operations personnel

in hazardous work environments (both radiological and chemical). They must be technically savvy to perform sophisticated high-tech installations and modification work, within nuclear, chemical process, and security applications. They must also demonstrate the fundamental construction skills to both build and decommission structures/systems safely and efficiently. It's an impressive 'tool box' and our craft have demonstrated an ability to not only carry, but add to it as needed."

Bechtel President M. A. Hickey said, "This distinct Boilermaker crew installed waste retrieval equipment to remove liquid radioactive waste from one of 51 tanks on site. There were five pumps installed on Tank 8. The cost savings to our company is the estimated additional expense of \$200,000 to \$500,000 per tank. This tool addressed the unique radiological safety and health issues and minimized the potential radiological exposure to site personnel. This clearly demonstrates the outstanding craftsmanship and skills of the Boilermaker craft at this site."

The Savannah River Project processes and stores nuclear materials and develops technologies to improve the environment and treat nuclear and hazardous wastes left from the Cold War. □

L-73 members erect tower at first natural gas processing facility in Maritime Canada



MEMBERS OF LOCAL 73 are helping to build the first natural gas processing facility in Maritime Canada since the discovery of natural gas off Sable Island, Nova Scotia. They are pictured here erecting the de-ethanizer tower at

the Goldboro gas plant. Local 73 Bus. Rep. Kent Oliver predicts that Local 73 members will play a big part in the new construction and retrofits associated with the natural gas industry. □

Workers' Memorial Day rally draws 2,300 at Avondale

Justice for Avondale Campaign exposes safety abuses at shipyard

Continued from page 1

Nearly six years ago, the workers voted to form a union to make the shipyard safer, to bring their wages and benefits up to par with those of other shipyard workers, and to earn respect on the job. But Avondale, the largest employer in the region with 6,000 workers, has refused to negotiate with the union. Instead, the company has waged war on its workers. A federal judge says Avondale broke the law more than a hundred times during the Metal Trades Department campaign and illegally fired 28 workers.

Boilermakers help revive Avondale campaign

THE ORGANIZING CAMPAIGN at the Avondale shipyard has gained even more national attention since the Occupational Safety & Health Administration (OSHA) got involved last October due to the severe safety and health violations at the shipyard. But what most don't know is how much the Boilermakers have influenced the success of this campaign.

It was the Boilermakers union that finally got OSHA involved at Avondale, and it's the safety issues that are reviving this campaign and have it running at top speed.

Last year, International President Charles W. Jones assigned David Bunch, asst. to the director of organizing, and Intl. Rep. Sebrun Strother, to work full-time on the Avondale campaign. In addition, Boilermaker Local 37 President Lyle Grimes is one of two full-time organizers working for the Metal Trades campaign (the



Boilermakers union is the largest of the 11 unions involved). And Boilermaker Safety and Health Specialist Milan Racic spends just about every spare minute of his time helping out.

In an effort to get the word out, Bunch and two Avondale employees have spoken to Boilermakers at Local 684's annual picnic in Norfolk, Va., addressed Steelworkers Local 8888 members who work at the Newport News Shipyard (which has announced it plans to purchase Avondale), and participated in a forum at the Harvard Trade Union Program.

But Bunch says the true credit for this campaign's increasing success should go to the Avondale workers, who spend their free time organizing a shipyard where they risk their lives on a daily basis due to safety violations.

OSHA fines Avondale \$537,000 for 473 unsafe conditions

THE AVONDALE CAMPAIGN got a significant boost in September 1998, when Racic and Bunch wrote an OSHA complaint against Avondale. Racic then forwarded a very detailed and documented 67-item complaint to



OSHA's Region VI office in Dallas, Texas. On October 5, 1998, eight OSHA compliance officers, headed by an OSHA area director, began a six-month investigation at Avondale shipyard.

OSHA's investigation is still going on, but on April 5, 1999, they fined Avondale, a major defense contractor for the U.S. Navy, \$537,000 for nearly 500 "serious and willful" hazardous conditions, the second largest fine in American shipbuilding history.

OSHA cited Avondale for 473 separate instances of unsafe working conditions, which fell into 60 categories. These include 266 instances of "willful" violations concerning uncovered manholes, unsafe scaffolding, unguarded high work areas, and improperly installed anchorage points to support workers when they work at great heights. A "willful" violation is the most serious of OSHA's categories – it means that the company knew about the safety problem, knew it was a violation, and yet did nothing about it. OSHA fined Avondale \$70,000 – the maximum penalty – for each of the four broad categories of willful violations.

OSHA is now investigating Avondale's medical and injury records, and is in the process of obtaining warrants regarding scaffold training, which in the past have resulted in serious workplace conditions. These investigations may result in more "willful" or "serious" citations.

Seven workers have died at Avondale since 1990 – three of whom fell down manholes or from great heights. Avondale's death rate is more than three times higher than other shipyards with major Navy contracts.

Tom Gainey, an Avondale worker and member of the union safety committee, said, "We all know of people who have been hurt or killed at the yard – we've seen their families grieve and seen their lives changed forever. That's one of the main reasons we came



Nearly 2,500 rally participants braved temperatures in the 90s to take a stand for Avondale workers on Workers Memorial Day, April 28, 1999.

together in a union in the first place. Avondale needs to clean up this yard and make it safe for every worker."

Avondale Industries has received \$3.2 billion in Navy contracts since 1993. In 1993, the workers voted to form a union to make the shipyard safer, to bring their wages and benefits up to par with those of other shipyard workers, and to earn respect on the job. The company waged war on its workers – a federal judge found that Avondale broke the law more than a hundred times during the union campaign and illegally fired 28 workers. Avondale has refused for nearly six years to abide by their workers' choice and negotiate with the union, thus continuing a pattern of resistance to federal laws protecting workers.

But the Boilermakers are not giving up. They are in it for the fight and will help the Avondale workers get justice and the right to a safe workplace.

Immigrant welders only last three days at Avondale

SHIPBUILDING DIRECTOR Ande Abbott has helped win the fight against the use of immigrant workers at Avondale shipyard. Avondale secured visas to hire immigrant workers as welders, saying there were no qualified American workers available. Abbott, who is also the Boilermakers' legislative director, knows a little bit about immigration law. For instance, the visas are only valid if the immigrant worker is not displacing an American worker. But Avondale started laying off American workers they had hired through a subcontractor to make room for the immigrant workers they were bussing in. So the union filed charges, and even state legislators applied pressure on Avondale.

Louisiana State Senator James J. Cox, District 27, grilled Avondale's public relations manager about going outside the country to get welders. Avondale said they couldn't find enough qualified welders in America who had experience working in a shipyard that demands that welders work in great heights and in confined spaces. But Avondale had no answer for Cox when he asked what shipyard in Mexico these "super welders" were coming from.

As it turns out, the immigrant workers only lasted three days. It seems their paperwork wasn't quite in order. □

Avondale's Death Rate Worst in Nation

Since 1990, seven workers have died at Avondale Shipyards. That is the worst record of all major U.S. shipyards.

Shipyard	Workers	Deaths	Death Rate*
Electric Boat	16,625	0	0.00
National Steel & Shipbuilding	4,293	0	0.00
Bath Iron Works	11,813	1	0.85
Newport News	22,013	4	1.82
Ingalls	13,888	4	2.88
Avondale	6,856	7	10.21

With fewer than 7,000 employees on average, Avondale is fifth in size among the nation's six major shipyards. Yet the company has accounted for nearly half of all shipyard deaths since 1990 – almost twice as many deaths as any other yard. During this period, Avondale's death rate per 10,000 employees was three-and-a-half times the next lower rate. Workers at Avondale claim OSHA barely scratched the surface in exposing the company's unsafe practices. Since 1974, 35 workers have died at the shipyard – that's seven workers every five years.

*Per 10,000 workers
Source: Avondale for Justice

Local 34 members rally for workers' rights in Topeka

Participate in second annual demonstration

MEMBERS OF LOCAL 34 joined nearly 1,000 labor activists on the steps of the capitol building in Topeka, Kan., to lobby for workers' rights, social justice, and economic fairness. Rally speakers included AFL-CIO Exec. Vice Pres. Linda Chavez-Thompson.

While at the rally, Local 34's Richard Lynam joined a delegation of machinist, electrician, and pipefitter union representatives who met with Kansas State Senators Donald Biggs, Mark Gilstrap, and Nick Jordan, urging their support of labor issues. □



Lobbying for workers' rights with Kansas state senators are, r. to l., Boilermaker rep. Richard Lynam, Pipefitter rep. Bill Barry, and Machinist union reps. Joe Dominguez and Jesus Mendez. Lynam, who joined the Boilermakers in 1977, is local chairman at the Argentine location of the Burlington Northern Santa Fe Railroad.



Overview of labor rally at second annual demonstration for workers' rights, social justice, and economic fairness in Topeka, Kan., Feb. 4, 1999. Sponsored by religious leaders, labor leaders, family farmers, the handicapped, and minorities - working together to identify and pursue common goals.

L-693 to build first U.S.-made cruise ships in 40 years

\$1.4 billion contract will fund largest-ever U.S. cruise vessels

IT'S OFFICIAL. Members of Local 693, Pascagoula, Miss., will soon be building the largest U.S. cruise ships ever built and the first large cruise vessels built in America in more than 40 years.

American Classic Voyages Co. (AMCV) and Litton Industries' Ingalls Shipbuilding division of Pascagoula, Miss., have signed the Project America Contract, with a potential value of \$1.4 billion for up to three ships. Initially, Ingalls will build two 1,900-passenger U.S.-flag cruise vessels, with an option for a third vessel. The first vessel is scheduled to enter service among the Hawaiian Islands in early 2003.

Project America is expected to create more than 5,000 American jobs, help sustain and modernize the U.S. shipbuilding industrial base, increase U.S. tax revenues, boost Hawaii tourism, and expand consumers' leisure travel opportunities. Ande Abbott, director of the Boilermakers' shipbuilding and legislative departments, says this project is a direct result of legislation that passed two years ago. The U.S. Flag Cruise Ship Pilot Project Statute was passed by Congress in 1997 to revitalize the U.S.-flag oceangoing cruise ship fleet. The statute was

sponsored by Sen. Daniel Inouye (D-HI) and was supported by the Department of Defense. As part of the statute, the vessels will be deployed in the Hawaii service with U.S. flag and crew.

Rep. Neil Abercrombie (D-1st-HI) announced the signed contract at the Boilermakers 31st annual legislative conference, March 15-19, 1999.

"Last week, the contract was signed between Ingalls Shipyard, union workers, and American Hawaiian Cruises to build the first American cruise ships in 40 years in the United States - owned by an American company, flagged in America, built by American shipworkers, and sailed by American Seafarers," Abercrombie told the Boilermakers.

"And this is just the beginning. We are going to take the cruise ship industry away from these cretins who are out there giving up their American citizenship so they don't have to pay taxes... we are going to take this cruise ship industry back. These are just the first two, and I am here to tell you, that... we are going to start building American ships in the next century that are going to knock your eyes out."

The two initial ships will each be 840-feet in length and weigh 72,000 gross tons. Each vessel will feature a four-deck-high

atrium, a 1,060-seat dining room, a 840-seat theater, a 590-seat cabaret lounge, and a uniquely Hawaiian outdoor performance stage. Accommodations for 1,900 passengers include 950 cabins, 77 percent of which will be "outside cabins," and 64 percent of which will have private balconies.

The ships will have 85,850 square feet of open deck space, extensive health spa and gymnasium facilities, and 2,100 square feet of conference space. In addition, the upper three decks of the ships are designed to maximize the sense of spaciousness on board and provide passengers with panoramic views of the Hawaiian Islands and the surrounding Pacific Ocean.

Jerry St. Pé, senior vice pres. of Litton Industries and president of Ingalls Shipyard,

believes this project will help Ingalls compete for future Navy and commercial programs. "This is a unique opportunity available to our shipyard and U.S. shipbuilding to implement practices and processes required for this and other commercial programs, that also will be a direct benefit to Navy programs for which Ingalls will be competing in the future," said St. Pé.

L-693 Bus. Mgr. and Sec.-Treas. Truman W. Fairley Jr. agrees. Few shipyards can match the Ingalls' record for diversity. Members of Local 693 have constructed luxury liners, general cargo vessels, container ships, and oil tankers for the Merchant Marine Fleet. They have also produced hundreds of amphibious assault ships, submarine tenders, destroyers, ammunition ships, and nuclear submarines.

Ingalls also built the last American-built large cruise ships, which were delivered in 1958. Ingalls is the nation's leading systems company for the design, engineering, construction, life cycle, and fleet support for the U.S. Navy and international navies, and for commercial marine structures of all types. In continuous operation since 1938, Ingalls is Mississippi's largest private employer, with 11,300 workers. As many as 2,300 Ingalls employees will be involved in cruise ship work during peak construction periods. Local 693 has represented employees at this facility since 1939.

AMCV is the largest owner and operator of U.S.-flag passenger vessels. It owns and operates two U.S.-flag cruise lines, American Hawaii Cruises and The Delta Queen Steamboat Co., both headquartered in New Orleans, La. □

L-696/Marinette Marine win \$60 million contract with Coast Guard

Two seagoing tenders make largest monetary contract in shipyard's history

MARINETTE MARINE Corporation, a Local 696 employer in Marinette, Wis., has won a \$60 million contract from the U.S. Coast Guard to build two 225-foot Juniper "B" class buoy tenders. The Coast Guard plans to purchase nine

more of these ships from Marinette Marine, at a cost of about \$309 million. This award is in addition to the five-vessel "A" class (modifications of the "B" class) contract they are working on now; four of these have already been delivered.

The first two "B" class tenders, scheduled for delivery in 2001 and 2002, are just one step in the Coast Guard's plans to shed its World War II-era tenders. According to a report in the *Journal of Commerce*, the Coast Guard's core assignment is to maintain buoys that are as far as 250 miles out into the ocean and are used as aids for navigation and unmanned weather monitors.

There are more than 50,000 buoys, day markers, and lights that guide commerce through U.S. waters, and it is the Coast Guard's job to maintain them. Buoys can be anchored in ocean waters two miles deep, and held in place by chains linked to 10,000 pound sinkers. To maintain them, the crew

must haul the two miles of chain onboard the tender, a very time-intensive job, then replace batteries and repair wear. Returning the buoy to the ocean takes a lot less time. The sinker drags the chain off the tender as it plunges toward the ocean bottom.

The "B" class tenders will also have the capabilities to join in search-and-rescue missions, ice-breaking, and other jobs.

Chartered in 1952, Local 696 represents nearly 600 Marinette Marine employees. The Coast Guard award represents the largest monetary contract in the company's history and should provide continued employment for Local 696 members through the year 2004.

Since 1942, Marinette Marine has built over 1,300 ships, including landing craft, barrack barges, workboats, tugs, launching craft, and mine countermeasure vessels for the U.S. Navy, and harbor tugs, ferries, and research vessels for commercial customers. □

Babcock & Wilcox earns safety award

Credits Boilermaker members and MOST program for success

A SAFETY EXCELLENCE award has been awarded to the Babcock & Wilcox Company from the Reliant Energy Wholesale Group in recognition of their safety performance goals for the work performed in the Houston Lighting and Power system during 1998.

Members of Boilermakers Local 74, Houston, and Local

132, Galveston, worked over 100,000 man-hours with no lost-time accidents at eight plants on 12 boilers during separate outages for Babcock & Wilcox in 1998. Together with their other outside contractors, Babcock & Wilcox was recognized for their contribution toward their continuing record of 3.1 million man-hours without a lost-time accident.

K. E. Wasilevski, construction manager for Babcock & Wilcox Construction Co. said, "This award is additional evidence that the 'Target Zero'

program, as well as the goals and actions taken by the Boilermakers, Babcock & Wilcox, and Eastern Operation's personnel, have focused our company on achieving our safety performance goals.

"This award is also evidence of the significant contribution that the Boilermaker MOST program has made in achieving the job site safety awareness and performance levels we have to have to be successful in the future." □

Local lodge leaders attend training program in Wisconsin



Stewards and officers of Local M94, Elkhorn, Wis., attend a steward training program on February 13, 1999. L. to r., Doug Christianson, Debbie Eldred, Julie Browning, Mary Price, Phyllis Tremaine, Vicki Demske, Mary Saloman, Pat Taylor, and Cynthia Camp.

Officers and members from Local M94 attend steward training seminar in Elkhorn

MEMBERS OF LOCAL M94, Elkhorn, Wis., attended a steward training program on February 13, 1999.

Intl. Rep. Howard Cole conducted the class, which focused on the duties of the steward, effective grievance handling (from investigation through analysis to presentation), steward's rights and responsibilities under the

National Labor Relations Act, the Duty of Fair Representation, and structure and services of the International Brotherhood. Cole stated the members especially appreciated the role-playing sessions.

Those in attendance included M94 officers Vicki Demske, president; Mary Saloman, secretary-treasurer; Douglas Christianson, vice president; Cynthia Camp, recording secretary; trustees Deborah Eldred, Phyllis Tremaine, and Julie Browning; and members Mary Price and Patricia Taylor. □

Local 500 members take OSHA 500 course



SEVENTY MEMBERS OF Local 500, headquartered in Portland, Ore., participated in a two-day, OSHA 500 ten-hour safety course, and plan to participate in three or four more sessions to complete their training. Standing at the rear of the class is Local 500 instructor Darin McCarthy. □

Enzi OSHA reform is a step backward

A PACKAGE OF federal job safety reforms proposed by Sen. Enzi (R-Wyo.) drew fire at a Senate hearing from the AFL-CIO, the Occupational Safety and Health Administration, and Democrats who contend that the bill would threaten worker safety and handcuff OSHA's ability to penalize employers for wrongdoing.

Enzi's measure (S. 385) would provide employers a one-year exemption from OSHA civil penalties if they underwent a third-party safety and health audit.

After consulting with a variety of interest groups, including organized labor, Enzi strengthened the bill to include provisions that would force employers to take additional meas-

ures before qualifying for the exemption, including instituting an in-house safety and health program that would ensure employee involvement in safety issues.

But opponents told the Senate Subcommittee on Employment, Safety, and Training that the bill would strip workers of basic safety protections and would create a conflict of interest for the consultants who would be paid by employers to conduct the worksite audits.

Expressing support for the measure are several Republican members of the committee, as well as representatives of business organizations. □

MAKE IT SAFE



Hazard Alert –

Heat stress in construction

HEAT IS A SERIOUS hazard in construction. Your body builds up heat when you work and sweats to get rid of the extra heat. But sometimes your body may not cool off fast enough. This can happen, say, if you are up on a roof pouring hot asphalt or you are lifting heavy loads.

Too much heat can make you tired, hurt your job performance, and increase your chance of injury. You can get a skin rash. You can also get:

- **Dehydrated** – When your body loses water and you can't cool off fast enough. You feel thirsty and weak.
- **Cramps** – You can get muscle cramps from the heat even after you leave work.
- **Heat exhaustion** – You feel tired, nauseous, headachy, and giddy (dizzy and silly). Your skin is damp and looks muddy or flushed. You may faint.
- **Heat Stroke** – You may have hot dry skin and a high temperature, or you may feel confused. You may have convulsions or become unconscious. **Heat stroke can kill you unless you get emergency medical help.**



Too much heat can cause muscle cramps and/or a skin rash even after you leave work.

The risk of heat stress

YOUR RISK OF heat stress depends on many things. These include:

- your physical condition
- the weather (temperature, humidity)
- how much clothing you have on
- how fast you must move or how much weight you must lift
- if you are near a fan or there is a breeze
- if you are in the sun.

There are several ways you can protect yourself

- **Drink a lot of cool water all day – before you feel thirsty.** Every 15 minutes, drink a cup of water (five to seven ounces).
- **Take plenty of rest breaks.** Rest in a cool, shady spot. Use fans.
- **Wear light-colored clothing,** made of cotton.
- **Do the heaviest work in the coolest time of the day.**
 - **Work in the shade.**



• **For heavy work in hot areas,** take turns with other workers, so some can rest.

• **If you travel to a warm area for a new job,** you need time for your body to get used to the heat. Be extra careful the first two weeks on the job.

• **If you work in protective clothing,** you need more rest breaks. You may also need to check your temperature and heart rate.

• **If you think someone has heat stroke,** call emergency services (or 911). Move your coworker to the shade, wipe his or her skin with cool water, loosen his or her clothes, and use a piece of cardboard or other material to fan your coworker.

The Occupational Safety and Health Administration (OSHA) does not have a special rule for heat. But because heat stress is known as a serious hazard, workers are protected under the **General Duty Clause** of the Occupational Safety and Health Act. This clause says employers must provide "employment free from recognized hazard causing or likely to cause physical harm."

If you have any questions, call the Center to Protect Workers' Rights (202 962-8490), the National Institute for Occupational Safety and Health (1-800-35-NIOSH), or OSHA.

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**DON'T TAKE UNNECESSARY RISKS.
ALWAYS PLAY IT SAFE.
AND WHEN YOU ARE AT WORK,
MAKE IT SAFE!**

Robert M. MacIntosh dies

Revered patriarch of labor to be sorely missed

ROBERT M. MACINTOSH, retired assistant to the International president and Brotherhood Historian, passed away on May 7, following a long and courageous battle with cancer.

A member of Local 359, Vancouver, British Columbia, Canada, since 1950, MacIntosh earned the Brotherhood's Distinguished Service Award in 1998, the same year he was honored by the Canadian Boilermaker Apprenticeship Program through the Donald G. Whan - Robert MacIntosh Apprenticeship Award of Excellence.

MacIntosh had served as Local 359's business manager for four years when he earned an appointment as an International representative in 1966. In 1980, he became the International's representative on the Federal Government Dockyards Trades and Labour Council.

In 1986, he was appointed assistant to the International president and was commissioned to begin a history of the International Brotherhood. In 1987, James McCambly, president of the Canadian Federation of Labour (CFL), appointed MacIntosh to serve as the CFL representative on the Canada Employment and Immigration Advisory Council.



Robert M. MacIntosh, 1925-1999

MacIntosh retired in 1989, but continued his work as Brotherhood historian. Upon accepting MacIntosh's notice of retirement, Intl. Pres. C. W. Jones wrote, "We see you as a revered patriarch whose name will live long in the annals of the entire trade union movement, and no string of superlatives could possibly describe my feelings for you or the feelings of those who know and love you. We simply hold you to be the finest of men, a wise and effective leader who has made his life worthwhile by what he has done for his own family, for his fellow craftsmen and trade unionists, for his community and nation, and for mankind." □

Boilermakers discuss issues with representatives



ONE OF THE KEY aspects of the Boilermakers' annual legislative conference is the opportunity for local lodge members to discuss workers' issues with their legislative representatives in Washington, D.C. Members of Locals D39, Greencastle, Ind., and D408, Dundee, Mich., did just that with Intl. Rep. Carey Allen. In the photo above, Senator Carl Levin (second from left) meets with L. to r., D408 Committeeman Gary Gilbert, D408 Pres. Joe Dick, and Allen. □



IT'S JUST AS important to keep in contact with state legislators. Local 13 members, Philadelphia, Pa., recently spoke to their representatives about issues critical to the survival of working families. They then attended a legislative conference where they met with AFL-CIO President John Sweeney to discuss political strategies. Pictured, l. to r., are L-13 members Richard Course, L-13 Pres. Bill Hill, AFL-CIO Pres. John Sweeney, Paul Kaylor, and Granville Strachan. □

Guest Editorial

by Bernard Roshco

What We Don't Know Can Hurt Us

Why Privatizing Social Security Could Endanger Your Benefits

LAST SPRING, stock-market amateurs who had invested in The Beardstown Ladies' Common-Sense Investment Guide, received disillusioning news. In their 1995 best-seller, subtitled *How We Beat the Stock Market - and How You Can, Too*, the Ladies reported an average annual return during the 1984-1993 decade of 23.4 percent, besting the 14.9 percent rise in the Standard & Poor's 500 Index.

But a 1998 audit uncovered an embarrassment. The Beardstown lady in charge of the club's accounts had been adding monthly dues into the profits. Subtracting the dues lowered the return for their first decade's efforts to 9.1 percent.

The Ladies' inflation of investors' expectations was an innocent error. Other pundits and promoters who promise supercharged investment returns are more calculating. They prey on buyers who suffer from a widespread condition: investor illiteracy. Recent surveys show that a substantial percentage of Americans lack a basic understanding of economics, finance, and the stock market.

Arthur Levitt, chairman of the Securities and Exchange Commission, warns that "financial illiteracy is frightening when you imagine a privatized Social Security system, in which workers' basic economic well-being could depend totally upon their own investment savvy."

Over the long term, Levitt points out, stock market returns have averaged about 10 or 11 percent a year. Yet a 1997 survey showed that mutual fund investors expected returns over the next 10 years to average 34 percent a year. By last September, when the American stock market was falling because key Asian economies had collapsed and Russia had just defaulted on its international debt, the Gallup organization's investor-attitude survey showed fantasies somewhat dampened. Still, they far out-distanced the historical record.

This was especially true of new investors. Those in the market five years or less expected to average annual returns of 18 percent over the

coming decade. A lack of knowledge, even of arithmetic, feeds this starry-eyed anticipation. When the Dow Jones Index was at 8,000, a sample of mutual fund investors was asked what they would do if the Dow dropped five percent. Some 15 percent said they would stop investing. And if it dropped 400 points? Twice as many said they would stop investing.

A lot of investors didn't perceive that the two hypothetical market drops were exactly the same.

In 1996, one-quarter of those questioned by Roper interviewers admitted they did not understand the meaning of "depression," "inflation," or "recession." Less than 40 percent of the respondents claimed a "pretty good" idea of the meaning of "capital gains tax" or "investment capital."

Even these claims of knowledge were probably inflated. For example, 42 percent claimed a "pretty good" idea of what the "Federal Reserve Bank" is - but only 28 percent said they had a "pretty good" understanding of "tight monetary policy," for which the Fed would be responsible.

Other examples of investor illiteracy appear in findings from Princeton Survey Research's 1996 "Investor Knowledge Survey." It polled experienced investors, yet only 39 percent of them knew that bond prices decline when interest rates rise. Only 42 percent of actual bond-holders knew it. [M]ore than half didn't know that mutual-fund ownership has a cost attached.

Supermarket shoppers can take a can off the shelf and learn how much of the content is fat. Truth-in-lending laws make lenders post standardized interest rates so borrowers can compare them. Overcoming investor illiteracy also requires education.

When are the guardians of the financial markets going to make ordinary investments, such as mutual funds, more transparent for the rest of us?

Bernard Roshco is a past editor of Public Opinion Quarterly. This article is adapted from *The American Prospect* magazine.

Archer-Shaw Social Security plan won't solve problem

HOUSE WAYS and Means Chairman Bill Archer (R., Tex.) and Rep. Clay Shaw (R., Fla.) have unveiled a plan they claim will "fix" Social Security by creating private retirement accounts. Critics have been quick to point out that this plan is expensive, risky, and fixes the wrong problem.

Criticism for the plan comes both from conservatives and liberals. Writing in the *Wall Street Journal*, Daniel J. Mitchell, a fellow at the conservative Heritage Foundation, says that the Archer-Shaw plan is "far worse than anything President Clinton has proposed... [I]t borrows the worst features of the Clinton plan and then adds some warts for good measure."

The AFL-CIO has criticized the plan because it makes misleading promises, is designed to tilt benefits to the already wealthy, and could lead to the unraveling of Social Security. An analysis by economists Henry J. Aron and Robert D. Reischauer shows that high-income wage earners will see their benefits

increase at twice the rate of low-income workers.

The Archer-Shaw plan would use the current budget surpluses to make deposits equal to two percent of every worker's wages (up to \$1,500) into a private retirement account. When the worker retires, he can draw benefits from this account. However, for every dollar the worker gains from the private retirement account, he loses a dollar from his Social Security benefits.

Since each dollar earned by the retirement account is deducted from Social Security benefits, the average worker is unlikely to see any benefit from this proposal. Private accounts subject workers to the whims of the market and expose them to significant risk from fraud and poor investment decisions. Securities and Exchange Commission Chair Arthur Levitt has voiced concern that private accounts raise the potential for fraud and abusive sales practices perpetrated against society's most vulnerable investors. □

31st Annual LEAP Conference



Annual LEAP conference promotes grass-root efforts

Meeting stresses effective political action – getting out the vote, maintaining contact with legislators

NEARLY 200 Boilermaker delegates met in Washington, D.C., March 15-19, for the 31st annual Boilermakers' Legislative Education-Action Program's (LEAP) conference. The message they heard from leaders of the Boilermakers union, members of the U.S. House of Representatives, agents of the AFL-CIO, and legal professionals was consistent: grass-root political action works, and it is our best hope for a good future for working families.



Charles W. Jones
International President



Michael Murphy
International Vice President



Ande Abbott
Director of Legislation



Bridget Martin
Asst. to the Director of Legislation

Speakers emphasized the need to spread the word about such working family issues as Social Security, Medicare, the minimum wage, and trade through proven grass-root methods – mailings, phone calls, and one-on-one contact – and the effectiveness of voter registration and get-out-the vote efforts aimed at union households.

Several speakers pointed to the success unions enjoyed in the 1998 elections as a good reason to be optimistic about elections in the year 2000.

Local lodge representatives studied election strategies and statistics, discussed how to present their views to members of Congress, and reviewed the most pressing working family issues. They then took the Boilermaker message to their legislative representatives, first meeting with them at the annual Congressional Reception, and then at their scheduled appointments on Capitol Hill.

When it was over, the delegates left Washington with a renewed belief that the grass-root efforts they practice during LEAP week in the nation's capitol must continue in their home districts year-round if working family issues are going to succeed in the 106th Congress.

Boilermaker leaders emphasize effective political action

IN HIS OPENING remarks to the assembly, **International President Charles W. Jones** reminded the delegates that we protect our gains at the bargaining table through effective political action.

"Politics is not about Democrats, Republicans, or any other party," Jones said. "It's about issues. Issues that are in the interest of working men and women."

Jones said it is our job to get registered to vote, to vote, and to follow up. "Once you are registered to vote and informed on the issues, you should do everything in your power to get everyone in your local union, your friends, and your family registered to vote."

Even then your job is not done. "After you vote your candidate into office, you stay in touch with him. You write to him. You call him. You let him know how you feel about Social Security, about Medicare, about good-paying jobs. That's effective political action."

Jones then quoted Samuel Gompers saying, "What the government gives, the government can take away." If you are not vigilant, if you are not active, if you do not raise your voice in support of your issues, no one else will. Your union can't do it alone, and you can't do it alone either. You have to have support from your members, your families, and your friends. Organize now for political action and we may very well see a repeat of our success at the polls [in 2000].

As area host of the conference, **Northeast International Vice President Michael Murphy** welcomed the delegates to the conference. He introduced the International vice presidents in attendance, including newly-appointed IVPAL Othall Smith Jr., and outlined the conference agenda.

Legislative Director Ande Abbott and his assistant, **Bridget Martin**, discussed valuable information on LEAP's objectives, explaining in detail working family issues and election strategies and statistics.

Abbott pointed out that while "registering members and getting them out to vote is probably the hardest job

you have, it is the most important job." Working men and women do not have the financial resources that businesses have, so we must rely on the strength of our vote to get the attention of politicians.

Martin stressed that "politics affects every aspect of our lives. Anyone who doesn't vote is letting someone else make their decisions."

Communications Director Donald Caswell emphasized the importance of getting the message out to members. He demonstrated how easy it can be to produce a one-page flyer, by pasting one together as he reviewed statistics Martin provided on the effectiveness of communication in getting members out to vote.

Legislative representatives address annual conference

ONE OF THE highlights of each annual legislative conference is the opportunity to hear directly from legislative representatives. This year was no exception as five members of the U.S. House of Representatives were able to take time out of their busy schedules to speak to the delegates on legislative issues that may affect workers and our families.

Rep. Neil Abercrombie (I-HI) discussed maritime and worker issues, announcing the first contract to build cruise ships in the U.S. in over 40 years. He stressed the importance of strengthening the U.S. Maritime fleet, asking, "How can we pretend to be a major power, if not the major power in the world, if we don't command the trade lanes in the Atlantic and Pacific?"

Rep. Jack Quinn (30-NY) accepted the Boilermakers' Legislator of the Year award for his efforts to gain support for workers' issues from members of the Republican Party. He then addressed the delegates, telling them that nothing has "diminished my drive and my plight to work for working people, and an award like this only makes me work ten times harder."

Rep. George Miller (7-CA) discussed the importance of educating voters about the issues. "We are here to say thank you, because we were simply lost in the woods until labor made this a priority and went about it in a much different fashion than they had before, no longer telling people how they should vote, but sitting down with workers and educating them on the issues and showing them the differences in the positions and then saying, 'You make the choice,'" said Miller.

Rep. Ron Klink (4-PA) told the delegates that when he arrived in Congress in 1992, he did not anticipate getting as deeply involved as he has in environmental issues, like the Kyoto Protocol. "When we started working on issues involving the EPA . . . I realized that those rules are what are going to allow businesses to grow, to expand, and new business to locate. We have to make sure that . . . the U.S. does not sign any protocol unless the so-called developing countries are participants."

Rep. Patrick Kennedy (1-RI) explained his new role as chairman of the Democratic Congressional Campaign Committee and his party's efforts to gain seats in the next election. "When we get Dick Gephardt back in the speaker's chair and he's got the gavel, we are not only going to block this anti-worker, TEAM Act, comp. time, OSHA reform, you name it anti-worker agenda, but we are going to be proactive. And that is making sure that you get a decent education for your kids, making sure your parents aren't bankrupted by old age and medical

conditions, and making sure that we go about and build a stronger country."

AFL-CIO representatives provide legislative updates

GUEST SPEAKERS ALSO included three representatives of the **AFL-CIO**. **Secretary-Treasurer Richard Trumka** reported on the AFL-CIO's efforts to restore the voice of America's working families in the workplace, community, government, and global economy. He announced that the Bureau of Labor Statistics reported a net gain of over 100,000 union members last year. The first net gain in over five years. Labor also made gains in legislative and political efforts. Trumka said, "We not only saved OSHA and Medicare and the 40-hour work week, we raised the minimum wage and we lowered the boom on company unions and on Fast Track. And my favorite thing is we put old brother Newt Gingrich on the midnight train back to Georgia where he belongs."

AFL-CIO Legislative Representative Maria Fiordellisi spoke of the challenges of being a lobbyist for working family issues and the importance of contacting your legislative representatives. "I am completely ineffective on the Hill unless you people are doing your job at home. Whether it is a phone call or a letter, it is so crucial that it is your involvement at the heart of the whole issue." She then gave an in-depth presentation on Social Security, emphasizing the importance of keeping it a strong social insurance program.

Karen Nussbaum, of the **AFL-CIO's Working Women's Department**, spoke of the importance of women in the future of the labor movement. "With 99 percent of women working for pay at some time in their lives, a majority of workers are women who are in the key growth sectors of the economy. Nearly half of women say they would vote for unions tomorrow if they had the chance. They say it is important to be part of an organization."

Lawyers highlight importance of politically working together

TWO LAWYERS ALSO addressed the Boilermakers' 31st annual legislative conference.

Gary Kendall, who serves as chairman of the Association of Trial Lawyers of America Labor Liaison Committee, spoke of the challenge of getting trial lawyers and labor to do a better job of working with one another, "because, after all, we seem to represent the same people everyday – the consumer, the working person, the people who pay their taxes, coach the little league, serve in the military, support their churches, raise their families, and basically politicians like to refer to them as the backbone of America. But when it comes to legislation, sometimes these politicians don't have a backbone. The only thing the working man has left is his vote. I hope that each and everyone of you will go back and establish a program to get your members out to vote."

Scott Segal, an attorney with the Bracewell & Patterson law firm, discussed interests that workers have in common with the industries we work for. He cited numerous examples of the Boilermakers union and the cement industry working together to enforce unfair trade practice laws as a way to keep domestic manufacturing jobs in the United States. "We have a shared goal to make sure that [the cement] industry remains competitive and increases industrial jobs." □



Rep. Neil Abercrombie
D-1st Hawaii

Abercrombie announces contract, talks of fair trade

"THIS WEEK, the contract was signed between Ingalls Shipyard, union workers, and American Hawaiian Cruises to build the first American cruise ships in 40 years in the United States, owned by an American company, flagged in America, built by American ship workers, and sailed by American Seafarers to the tune of 800 million dollars. And let me tell you something, this is just the beginning.

"So-called free trade isn't free. Free trade costs Americans jobs. Free trade is balance of payment deficit somewhere else. Right now it is supposed to be engaged with China. I thought we got engaged to get married. I'll tell you what will bring stability to the region—fair trade will do it.

"If jobs are number one priority, then I ask you, how is it in your interest, how is it in America's interest, to have jobs exported overseas? We are not exporting goods, we are exporting jobs.

"They talk about globalization and trade. Do you know what that means? That is a phrase to map modern day piracy. That's all it is.

"The difference between those who are being exploited and those who are productive and earning the fruits of their labor is the labor movement—the union movement. It has been the sole source of people's dignity in the history of the world. It has been the organized labor movement. Religion hasn't done it, government hasn't done it, it's been people organizing themselves.

"The old adage, 'All for one and one for all, an injury to one is an injury to all,' sounds simple minded. So what! So does the Ten Commandments sound simple minded. So does the Sermon on the Mount sound simple minded. There's nothing simple about simple. Simple is tough. How can you be kind to one another? How can you love someone else as you love yourself? How can you be your brother's keeper? These things are simply said, easily said, but how do you work it?

"There are people losing their jobs. There are people losing their minds. There are people who need help. They don't know where their next meal is going to come from. Whether they can pay their bills. They are utterly and totally dependent upon the union members in the labor movement across the rest of the country to back them up and stick with them until they win. This is what it takes. This is the message we have to get across to our kids.

"I'm going to ask you to think about this in conclusion. Aren't you tired of having to come to meetings where you are on the losing side? Don't you want to come to this meeting the next time after the election in 2000 knowing that you are the winners?"

'The difference between those who are being exploited and those who are earning the fruits of their labor is the union movement.'

—Abercrombie



Rep. Patrick Kennedy
D-1st Rhode Island

Kennedy talks about their plans to take the House back

"DICK GEPHARDT GAVE me an awesome responsibility to help get the House back into Democratic control. We only have six seats to pick up. We have over 24 Republicans who won with less than ten percent of the votes in the last election. We have eight Republicans who won with less than four percent of the vote. And then you have six additional Republicans who have term limited themselves. Those are in districts that we can pick up. So the numbers are there for us if we get the good candidates.

"The key to us getting the House back is not telling our members to vote Democratic, all you need to do is tell them about comp. time and how the Republicans want to take overtime pay and eliminate it and make you work hours that you weren't prepared to work. They are pushing OSHA reform. Making compliance voluntary. Now when did you stop at a red light because it was voluntary?

"There are plenty of others. TEAM Act, that's where the Republicans came up with the genius idea of management and labor that allows management to choose who is going to represent labor. We've got a big battle on our hands for Social Security and Medicare. Their idea of dealing with these issues is to have the tax cut for the very wealthy. They are going to take your constituents' hard-earned paycheck

and a percentage of their payroll, your payroll taxes, and they are going to bail out wealthy stock speculators and wealthy families.

"This [Republican] crowd wasted a year and a half of our time and our energy in this country talking about Monica as opposed to talking about health care, education, and Social Security. We spent a year talking about this when we've got 40 percent of our people who don't have health insurance in this country. When we haven't addressed the overcrowding in schools.

"They don't believe the government can be there to help solve our collective problems. But they are there for the people with the money. It's divide and conquer. They just scapegoat labor.

"Thank God for organized labor, because we in this country would not be where we are today if it wasn't for organized labor.

"You like the 40-hour work week? Thank organized labor. You like benefits with your job? Thank organized labor. You like Medicare and Social Security and Medicaid? Thank organized labor.

"You are carrying the ball, not just for your union, but you are carrying the ball for working families across this country."



Rep. Ron Klink
D-4th Pennsylvania

Klink says no to protocol unless all countries participate

"I CANNOT SUPPORT the Kyoto Protocol. It creates an unlevel playing field. Everyone of us wants the environment to be clean. Everyone of us wants to breathe clean air. Everyone of us wants clean water, but we also want jobs.

"About 96 percent of the CO₂ that goes into air occurs in nature. About four percent of it occurs because of man-made activity, and now we are going to say that by altering that four percent we are now going to change the future of the planet. But you know what, maybe they are right, maybe they are wrong, but the bottom line is that if we are going to move forward together, and it makes sense not to pollute, it makes sense to build and create new technologies, but not with a gun to our head, and that is what the Kyoto Protocol does. It puts a gun to your head and says you in the United States, in particular, have to behave this way. Developing countries do not.

"Our worst technologies have the ability to move to China, as some steel companies have done, taking the worst plant in California, for example, tearing them down and moving them over there, and they are competing with us now on the open steel market internationally.

"We used to begin almost every weather forecast by saying, people who live in these areas—don't do a lot of outdoor activity because this is the pollution situation. We have now cleaned the air up significantly. And that did not happen overnight, and it did not happen without a cost. But we made those investments and now what we are talking about in the Kyoto Protocol is that the United States and the other developed countries will make that investment while the developing countries will do nothing.

"We asked China if they are willing to do anything to clean the air, and they said no. Would you commit to doing something over the next 100 years? No. The next 300 years? No. We will always be a developing nation. What is a developing country? Some of the so-called developing countries have a per capita income higher than ours. Why is that? What criteria do we use?

"When we met with the so-called environmental group in Kyoto three years ago, they began by saying the science of global warming is ill defined. Then why are we going to take the risks of losing jobs, increasing the costs to all of our families who live in this nation, while other countries are doing nothing? We must push to see that there is no backdoor limitations to the Kyoto Protocol, but at the same time we must carry forth with our plan of how we can begin to take steps to clean up and produce better because the other side of pollution is that for every bit of pollution that goes off into the atmosphere, that's wasted fuel."

'We've got to make sure that they don't use "free trade" as a weapon to undermine working conditions, wages, union jobs.'

— Miller



Rep. George Miller
D-7th California

Miller on the Republicans' anti-worker agenda

"SOMETIMES YOU HAVE to attend the hearings in the labor committee and listen to these guys talk to realize that they actually believe the way to a better America is to just keep trampling down the rights of workers and they just keep coming and coming.

"What they did not anticipate when they did the Contract with America, what they did not anticipate when they elected Newt Gingrich speaker, what they did not anticipate with the 100 days when they sought to undo 100 years of labor history in this country, is that they did not expect that labor would fight back. If you think that they were mad when they had control, you should have seen how mad they are when they found out you would fight back.

"At this last election, labor came to the forefront and we took back seats and they had two seats resign in a matter of a couple of days. Now, they are really angry, folks. So you better be prepared. Now they can't slide by the kind of legislation they want to under all kinds of exotic names—The Team Act, the Compensation Act, the Flexibility Act. But when they go through their agenda, they don't say we are not going to do that, they say we are going to postpone that until the next Congress because we believe we can elect a Republican Congress, a Republican president, and then we'll finish the agenda that we started. That's what the battle is about.

"We've got to make very sure that with the globalization of our economy, that they don't use 'free trade' as a tool, as a weapon to undermine working conditions, wages, union jobs, because that is how it is being used. It is being thrown up in people's faces all of the time—if they seek to organize a plant, if they seek to increase wages, if they seek to improve working conditions—they are being told, we will just move to Mexico, we will move to Guatemala, we will move wherever. The decision to move is simply about lowering the standard of living for Americans.

"The fight has been postponed in some areas, but it will be rejoined on who gets health care, Social Security, Medicare. They want to make Medicare a system that if you could pay the premiums you could get on it, but if you can't pay the premiums you can't get on. They'll put a cap on what the government pays, and then you just pay more every year and if it turns out that your pension isn't what you thought it would be or you have a financial setback and you can't pay your premiums, then you are off Medicare. Medicare is a bounded entitlement, you get it because you worked hard all your life and you paid into the system all your life and it is entitlement and it is there for you and for your family."



Rep. Jack Quinn
Legislator of the Year, R-30th New York

Quinn says he won't let them play games with Davis Bacon

"WE ENJOY A great relationship and I think one of the reasons that we can is that we are able to keep the doors of communication open. I can tell you that the doors of communication will always be open to talk about issues that are important to working families in this country. Whether it happens to be Davis Bacon prevailing wages, or whether it happens to be Fast Track, we need to make certain that all the members of Congress, not just Democrats or Republicans, but all the members of Congress have their doors open.

"I want to talk about blocking things instead of letting them happen, because that is where I think we are going to find ourselves again in this upcoming Congress.

"I ended up sort of being the chairman of this 35 or 40 member Republican labor task group. We had our first meeting of the new session last Wednesday, and we talked about things like the trade agreement, the steel quotas, the Davis Bacon prevailing wage that will probably be sneaked into something, maybe school construction. We talked about raising the minimum wage, or at least a discussion of that issue.

"I have a bill in to do that. Someone told me it is the first time a Republican has ever introduced a bill to raise the minimum wage ever. And I tell you folks, it will pass this year, some version of an increase will pass in this session of Congress.

"If you are talking to any Republicans I want you to mention my name, Jack Quinn, from New York. They know who I am. You may use my name, you may tell them, you should tell them, that one of the things that we want to make sure of, if nothing else, is to listen to what we have to say on all of these issues.

"I mentioned Davis Bacon. For once we have all of us on the same page with an issue like school, education, and school construction. We have enough people that we are not going to allow [exemptions to] Davis Bacon to be stuck into school construction bills. We need to send that message loud and clear to our leadership, because lots of time they'll attach it to something like a school construction bill so they can ask us how we can vote against it and be against constructing new schools?

"They will try to sneak it in the rules process, and we are sending a message that we are not going to let that happen. And the sooner that we get on record having said that, along with your members that you represent all across the country, the better off we are going to be that they can't play political games with us. With your help, we will be very, very successful."



Richard Trumpka
AFL-CIO Sec.-Treas.

Trumpka credits working together for recent successes

"THIS UNION IS certainly doing its share with its continuing steadfast commitment to the workers at Avondale Shipyard in New Orleans. Dave Bunch started this campaign in 1994, and he is the glue that holds it together. The shipyard has committed hundreds of unfair labor practices and continues to thumb its nose at everybody, including the NLRB. But we've got a little notice for them. We will bring them to justice and we will bring unions to Avondale.

"Unless the U.S. Senate makes some radical adjustments in the Kyoto Global Warming Protocol, the full force of 40 million union members and union households in this country will be used to stop it dead in its track. Our position is the same as it was in February 1997, that binding the U.S. in future emissions reduction while exempting developing nations ensures that there will be no meaningful world-wide effort to stabilize atmospheric concentrations. It makes no sense to place restrictions on industrialized nations and let countries like Mexico, Brazil, Korea, and China off the hook. Sixty percent of global carbon emissions are expected to come from such countries in the next decade.

"What promises to be our biggest battle of the decade is the struggle over the future of Social Security. We say raise the cap on the Social Security payroll contribution so the wealthiest and luckiest among us will pay their fair share. We say no to raising the retirement age. No to cutting benefits. And to the profiteers on Wall Street who want to privatize Social Security, we not only say no, we say hell no—you are not going to privatize Social Security and destroy the world's most effective social program.

"There will be a struggle in the House to preserve Medicare. And it is time once again to raise the minimum wage. And we are going to make sure that all

of the new funding mechanisms for infrastructure work have Davis Bacon firmly intact. We are pulling our resources for grass-roots efforts to hold politicians accountable all year, instead of just three months before the election. Nearly 40 percent of our members are still unregistered. Since '98 we have registered 1.5 million union members; we have a goal of registering four million union members before the year 2000.

"We've come a long way because we are working together. We've come a long way because we wear blue collars and white collars and new collars and no collars and we are beginning to organize together. We are beginning to win together, and it feels good to be kicking the back side of some of those employers rather than have them kick our backside. Let's make '99 a year where we raise a little more cain, kick a little more butt, and win a few more fights."



Maria Fiordellisi
AFL-CIO Legislative Representative

Fiordellisi says Social Security is an insurance plan

"SOCIAL SECURITY IS the single most important and most successful family protection program in the U.S. Its retirement, survivors, and disability provisions cover millions of current and future workers. Almost 44 million Americans receive Social Security benefits—one out of six Americans.

"Social Security provides the majority of retirement income for Americans 65 and older. Without Social Security, over half of the elderly would live in poverty. And we're talking \$6,700 as the poverty line for a single American 65 and over. For a couple, that's \$9,700.

"One out of three Social Security beneficiaries receive disability or survivor benefits. The odds are almost three in ten that a 20-year old worker will be so severely disabled [in his lifetime] that he will no longer be able to work before retirement. So when you talk to a younger worker you need to tell them that their chances are three in ten that they are going to be disabled, fully and completely disabled before they retire. Who will pay for their children's benefits?

"Social Security has been paying benefits for more than 50 years and it's never bounced a check. Despite that, a lot of people believe it won't be there for them in the future. The reality is, with moderate responsible changes we can strengthen Social Security and eliminate the predicted shortfall for 2032.

"We have privatizers screaming that Social Security is going bankrupt, which it is not. They want to completely scrap the system and start individual, private accounts. The cost of those private accounts is increasing the retirement age to 70 and over, cutting or eliminating cost of living allowances, sometimes eliminating guaranteed benefit levels in fact most all the privatization proposals eliminate the minimum benefit level.

"And who stands to benefit from these private accounts? Wall Street stands to gain \$240 billion over a 12-year period. This is taking away your disability insurance, your survivor insurance, and your Social Security as you know it. You will then put money into an account and you will make some investments. Who wants to take that risk? They want to allure you with the bull market and how wonderful investments are doing and they don't want to talk about the downturn in the past 50 years. They don't want to talk about the risk involved or the survivor insurance or the disability insurance that you are giving up.

"It's a three-legged stool: we need to save for retirement, we need to be concerned about pension, but we also need to be concerned about Social Security which is a social insurance program. All three legs are very important. Social Security needs to remain strong, it needs to remain an insurance policy."



Karen Nussbaum
AFL-CIO's Working Women's Dept.

Nussbaum relays importance of women to labor movement

"YOU ARE PROBABLY sitting there thinking why did they invite a lady from the working women's department here. I'm taking a wild guess that the Boilermakers union is 95 to 98 percent men, but I want to tell you why I was invited and why you should be interested. Raise your hand if you are a woman, if you have a wife who works for pay, if your mother ever worked for pay, or daughter, or sister. Just about every single person in this room has a stake in what happens to working women. A personal stake. If you don't have a working woman in your life, then you are in the

labor movement that still needs to grow, and women are a very important part of the future of the labor movement. Nearly half of women say they would vote for unions tomorrow if they had the chance. They say it is important to be part of an organization.

"This isn't the first time that women have been important to the forces of the labor movement. In the 1880s, women textile workers went on a series of strikes across the country and were dubbed the best men in the order. In the 1910s, women garment workers created the tactics of mass picketing. In the 1940s, women were in service jobs and were organizing in big numbers. And in the 1960s and 70s, the biggest growth was among teachers who added 1.5 million new members, most of them women. If we are going to play a key role, we need to make sure that women members and potential women members believe in our union.

"So we talked to women through a survey called 'Ask a Working Woman.' They told us in very big numbers what they cared about. Ninety-four percent said that equal pay was their number one priority. One-third said they don't have it. Women earn only 74 cents for every dollar that a man earns. And that means that out of every month of work your wife, or your daughter are bringing home only three paychecks out of the four that they should. They work one week for free every month. If your wife is only bringing home three out of four paychecks, then you have to work extra hours, or she does. If your daughter doesn't get equal pay, then your grandkids go without.

"What once was considered women's issues are now known to be working family issues. They are workers' issues and they are union issues. At the turn of the 20th century, nearly 100 years ago, striking textile workers inspired a song called 'Bread and Roses.' And part of that song goes, give us bread but give us roses. And as we go into the next century, you can still want these same things. A good wage, bread, and time for life outside of work, roses. And that applies for the Boilermakers as well."

'What promises to be our biggest battle of the decade is the struggle over the future of Social Security.'

— Trumpka



Gary Kendall
Labor Liaison, Trial Lawyers

Kendall says the one thing we have left is our vote, use it

"I AM THE son of a working man. My dad got out of World War II and busted his hump for a lot of years to make my life better and the life of my sisters better. And most of the people I represent every day are people just like my dad and my mom. But in the year 2000, if we lose six elections, your life and your union may change drastically.

"Since 1994, since Newt Gingrich took over as speaker of the house, the Congress of the United States has been the most anti-consumer Congress and the anti-labor Congress in this century.

"Their list of proposed legislation includes the National Right to Work Bill. The Paycheck Protection Act, a bill that would require unions to get permission from each and every one of their members before they can spend any money on political action. A bill that changes the way that we calculate overtime pay. A bill that takes away from consumers the right to bring a law suit if there is a defective product. A bill that creates no fault insurance, creating an insurance windfall. A bill to protect doctors who are guilty of malpractice from suit.

"And the list goes on and on. They are bills targeted at protecting the privileged, at protecting large corporations and money. If you think that the other side wants to weaken the AFL-CIO, you are mistaken.

They want to eliminate the AFL-CIO. They want there to be no more unions. If you think otherwise, you are wrong.

"In cases involving employment law, the employer wins 96 percent of the time. Why is that? Because the judges who are controlling the courts were appointed by Ronald Reagan and George Bush. If anybody is presented to the Senate for appointment to the federal bench who appears to be the least bit liberal or the least bit friendly to labor, they never get their hearing.

"I started a program in the unions called 'Take Five.' Take Five means that we get every person in our local to take five people to the polls. I give them a card to fill out. The card says my name is Joe Smith, I am a member of Local so and so, and I promise to take the following five people to the polls with me to support labor-endorsed candidates.

"Then I've got a phone bank. I've got five people to call and say please take five people to the polls with you. And I'll get that five to take five, and like a chain letter, the next thing you know we've got a whole bunch of people voting. Did it work? In Roanoke, Va., in a very highly-contested race, we had voter turnout up by 35 percent, and we were successful.

"You [unions] are the last line of defense, folks. We can't compete with these people in terms of money, the one thing we have left is our vote."



Scott Segal
Attorney at Law

Segal talks about common ground for workers, industry

"WHEN YOU TALK about an industry like the U.S. cement industry, we have far more in common with our workers, in terms of legislative priorities, than we have against them.

"I was in a meeting a couple years back and someone said to me, 'I don't understand why you folks are always talking about hazardous waste. We don't make hazardous waste,' said a representative from an environmental organization. I said, 'Excuse me, ma'am, but how did you get here today? Did you drive a car?' She said, 'No, I rode my bicycle.' I said, 'The tires on that bicycle are made out of carbon black, a bad pollutant. By the way, how did you find out about this meeting?' She said, 'Somebody called me on the telephone.' I said, 'Would that be the telephone that has thousands of miles of wires to support it, that is constructed of chips that are bathed in solvents and become hazardous waste and are in our landfills?'"

"The fact of the matter is everyone plays a role in the industrial process that produces waste, that produces global CO₂ and they are part of the responsibility of fixing the problem.

And just blaming us, the folks that make everything that they use, that's not a solution. A solution comes from having a healthy industrial base that makes stuff and that pays for things.

"CEMEX, a cement company based in Mexico, likes to sell their cement for less in the U.S. than they sell it in their home market. Cement is heavy. How could they transport it to this country, sell it in our market, and charge less than they would in their own domestic market? That situation is called dumping, and that is what the unfair trade practice laws in this country were designed to stop. By working together, the Boilermakers and the cement industry are making sure that the sunset review of an unfair trade practice order is not sunset for American jobs.

"Another issue we have in common is cement kiln dust (CKD). CKD is considered hazardous waste by the Environmental Protection Agency. They want to call limestone hazardous waste. We recycle the cement kiln dust. We are doing the environmentally responsible technique with that material. If they interfere with our recycling, is that good for the environment? We build things with CKD, we use it as a stabilizer material. When we recover the limestone of CKD and we recover the energy values of waste fuel, we reduce the amount of greenhouse gas that are going to the air. The only thing we can do in the cement industry in order to reduce our burden of CO₂ is to recycle and that is the very thing that the Environmental Protection Agency is hassling us about."

LEAP delegates take these issues to Capitol Hill

Talking about worker issues is every member's responsibility

ONE OF THE MOST important aspects of the week-long LEAP conference is the opportunity for local lodge leaders to meet face-to-face with legislative representatives and discuss important issues for working families.

Delegates make appointments to speak with the congressmen and senators who represent their members, then report back to the general assembly about the response they receive.

This year's issues are outlined here. Members are urged to learn about these issues and contact their representatives about them – in person, by phone, or in a letter. If your legislators don't hear from you, they won't know these issues need their support.

1. Protection from misclassification of independent contractors. The Boilermakers oppose Senate bill, S. 344, which would allow employers to classify their employees as independent contractors to avoid paying taxes, health and pension benefits to their workers, and gain an unfair competitive advantage over employers who treat their workers fairly. There is bipartisan legislation in the House of Representatives which would protect workers and employers from this misclassification. H.R. 1525 has been introduced by Rep. Jerry Kleczka (D 4-WI) and Rep. Amo Houghton (R 31-NY). Please urge your representatives to support the Kleczka/Houghton bill, which would ensure independent contractor status is voluntary and that workers have labor law protection when becoming an independent contractor. Please urge your senators to oppose S. 344, which would encourage the misclassification of millions of workers.

2. The Davis-Bacon Act – Prevailing Wage Standards. The Davis-Bacon Act, also known as the federal prevailing wage law, preserves local area wages, fringe benefits, and labor standards on federal construction projects. Enacted in 1931, the law states that contractors for federal projects (such as school construction bills) must pay their workers no less than the wage rates prevailing in the local area for each craft, as determined by the U.S. Department of Labor. After passage of the Balanced Budget Act, innovative financing mechanisms are being used instead of more direct grants to fund federal projects affecting the applicability of Davis-Bacon. Davis-Bacon is very important for construction industry stability to prevent contractors from cutting decent wages and fringe benefits. Contact your representatives and senators and urge them to support prevailing wage standards in any and all school construction bills.

3. Electric Deregulation. The U.S. Congress began to promote competition in the electric industry in 1992, even though the electric utility industry in the U.S. provides electricity at rates which are among the lowest in the world. The price of electric power, when compared with other countries, does not place American manufacturers or businesses at a competitive disadvantage. It also has the highest level of service reliability and an excellent safety record. Deregulation of the electric industry threatens hundreds of Boilermaker and building and construction jobs that work on the property of both public and private generating facilities that depend on the stability of the electrical utility industry. Contact your senators and representatives and urge them to address all issues regard-

ing electric deregulation – worker protections, reliability, worker safety, costs to consumers, tax revenues, stranded costs, and universal coverage.

4. Stop Tax Code Section 415 from forcing cutbacks in the pensions of workers covered by multi-employer plans. Section 415 of the Tax Code, originally written to limit the ability of high-ranking executives who take large pensions, instead hurts members who retire early and whose pension funds are well-off. Multi-employer plans provide retirement benefits for millions of workers (and their beneficiaries) in industries such as the building and construction, trucking, food and commercial, entertainment, clothing and textiles, and maritime trades. Upon applying for retirement, workers are learning that their multi-employer plans are legally barred by Section 415 from paying them the full amount of pension benefits that they earned and that the plan would otherwise pay them. Contact your senators and representatives and urge them to support amendments to Section 415 (b) of the Tax Code to include multi-employer plans in the list of plans that are exempt from the compensation based limit and that retain the former 1986 early retirement reduction rules.

5. Save Social Security. Social Security is America's most comprehensive and important family protection system. It provides economic security to 44 million retired and disabled workers and their dependent and surviving family members who receive monthly benefit checks, and for 130 million workers who are insured in case of a severe disability, and tens of millions of children who are protected in the event of the death of a family wage earner. Privatization would replace the current Social Security system with individual accounts that do not guarantee benefit levels, or even guarantee that you will receive a monthly benefit check. The retirement age would be increased to age 70 and higher, and there would be cuts in the cost-of-living protection. Strengthening Social Security would allow workers peace of mind knowing that Social Security will provide for their family if something happens to them, it would allow them to retire with dignity, security, and freedom from poverty, it would not increase the retirement age or eliminate benefits. Contact your senators and representatives and urge them to support strengthening Social Security and oppose privatization.

6. Stop foreign manufacturers in Saipan from using the "Made in USA" label. Because the Northern Mariana Islands (Saipan) are part of the U.S. Commonwealth, Chinese and other Asian investors can apply the "Made in USA" label to products made there, even though they are made in sweatshop factories using foreign resources and foreign "guest" workers who are little more than slaves. These businesses ship more than \$1 billion worth of goods into the U.S. each year, completely free of all import duties and quotas.

Not only are consumers deceived by the label, U.S. taxpayers are losing more than \$200 million each year in lost import duties, and tens of thousands of American jobs have been lost as a result of being unable to compete with sweatshop wages.

Urge your senators and representatives to support bipartisan legislation (S.922/H.R. 1621) to stop the abuses and uphold the high standards represented by the "Made in the USA" label. □



Intl. Vice Pres. Michael Murphy, at left, accepts an award for the Northeastern States area from IP Charles W. Jones, as the vice-presidential area making the highest total CAF contribution. Since the CAF recognition awards began, the Northeastern States Area is the only area to earn this prestigious award. In 1998, members in the Northeastern States area contributed \$82,109.91 to CAF.



Intl. Vice Pres. Larry McManamon (l.) accepts an award for the Great Lakes area from IP Charles W. Jones as the vice-presidential area showing the most improvement in CAF contributions. The Great Lakes Area more than doubled their contribution rate in 1998, from \$30,557 in 1997 to \$64,767 in 1998.

Members earn awards for fund-raising efforts

All contributors to Campaign Assistance Fund (CAF) deserve special recognition

MEMBERS EARNED SPECIAL recognition at the Boilermakers 31st annual conference of the Legislative Education-Action Program (LEAP) for their efforts in raising money for the Campaign Assistance Fund (CAF). In 1998, Boilermakers raised 41 percent more than they did in 1997 (\$328,879.18 compared to \$232,669.84), even though only 50 local lodges voluntarily participate in the CAF program.

Each year, two awards are presented to the local lodge contributing the largest amount of money to CAF and to the local lodge having the highest CAF contribution per member.

This year, Local 744, Cleveland, Ohio, won the award for the local lodge making the highest contribution. In 1998, Local 744 members collectively contributed \$25,903.11 to CAF.

Members of Local 193, Baltimore, Md., earned the award for the highest contribution per member in 1998, with an average per member CAF contribution of \$86.88.

Two awards for contributions by vice-presidential area were also presented. International Vice President Michael Murphy accepted the award for the Northeast Area, which has won the award for the vice-presidential area making the largest CAF contribution since the award conception. In 1998, the Northeast Area raised \$82,109.91 for CAF.

This is only the third year that an award has been presented to the vice-presidential area showing the biggest improvement in CAF contributions. The Southeast Section won for their 1996 fund-raising efforts. The Western States area easily won the award by

nearly doubling their CAF contributions in 1997. But in 1998, members in the Great Lakes Area beat out all other areas by increasing their CAF contributions 112 percent, raising their efforts from \$30,557 in 1997 to \$64,767 in 1998. International Vice President Larry McManamon accepted the award on behalf of the Great Lakes members.

Who contributes to CAF?

MOST LODGES WHO donate to CAF rely on occasional contributions from members or special fundraising activities such as raffles, T-shirt and cap sales, or other events. Some lodges have negotiated CAF checkoff into their collective bargaining agreements, so that members can have CAF contributions deducted directly from their paychecks.

Payroll deductions are the easiest way to raise substantial CAF funds. Most members hardly notice the dollar or two deducted from each paycheck, but by the end of the year, a dollar a week can add up to a good contribution.

Most International staff members donate to CAF through payroll deduction, and many retirees also have donations deducted from their pension checks. In 1998, staff members donated \$34,240 to CAF, but the retirees were the biggest contributors, donating \$100,251.06 in 1998.

CAF monies are also raised through sales of raffle tickets and other activities at the Construction, Railroad, CLGAW, and SFEAW division conferences.

Unfortunately, not all lodges participate in CAF fundraising. In order to help our friends in Congress, we need CAF funds, so if your lodge isn't contributing, get them started. To learn how your local lodge can raise money for CAF, consult the *Boilermaker LEAP Manual* or call Legislative Director Ande Abbott at 703 560-1493. □



L. to r., John Finucan and John Clark accept an award for the highest contribution to CAF by a local lodge for the members of Local 744 from IP Charles W. Jones and IVP Larry McManamon. In 1998, Local 744 members contributed \$25,903.11 to CAF.



Francis Duggan, center, accepts an award for the members of Local 193 who made the highest contribution to CAF per member in 1998, averaging \$86.88 each. At left is IVP Michael Murphy with IP Charles W. Jones at right.



L-455's Alan Phillips (l.) is raising money for CAF through T-shirt sales. L-112's David Klug checks out the designs as L-582's James Anderson and L-112's Ed Simmons look on.



Local 582 raised money for CAF through the sale of ball caps. L. to r., Ed Simmons of L-112, and Local 582's James Anderson and Arthur Richardson.

What is CAF?

THE BOILERMAKERS Campaign Assistance Fund (CAF) is made up entirely from money voluntarily donated by members, staff, and the families of members. We use this fund to make donations to the campaigns of candidates who support the Boilermakers union on issues important to our members.

Federal law prohibits unions from using dues money to help finance the campaigns of candidates for office. Unions must create a special fund called a PAC. CAF is the Boilermakers PAC.

Candidates who support workers rarely have as much money for their campaigns as candidates who support large corporations. Businesses routinely outspend labor unions. Every penny we put into the campaign of a candidate who supports our agenda is a penny well spent. And the only way our union can make these contributions is if our members donate money to and raise money for CAF.

CONGRESSIONAL RECEPTION



REP. ROBERT ADERHOLT (R-4th AL), represented by Mark Dawson, fourth from right, with, l. to r., John Helvin of L-108, James Horton and Stanley Gray of L-583, Ed Vance of L-455, Steve Speed and Earl Smith of L-108, and Charles Miles of L-656.



REP. SAM GEJDENSON (D-2nd CT), second from right, with, l. to r., William Postler of L-614, Cecile Lehou, and George Strutt of L-614.



REP. THOMAS ALLEN (D-1st ME), second from right, with, l. to r., Don Dinwoodie and Ray Barnett of L-920, and Stephen Goodhart of L-29.



REP. BARON HILL (D-9th IN), third from left, with, l. to r., Johnnie Johnson of L-524, Steve Miller of D39, Otis Collins of L-524, Brittany and Nancy McCoy, IVP Larry McManamon, David McCoy of L-524, and IR Carey Allen.



REP. ROBERT BRADY (D-1st PA), fourth from right, with L-13 delegates, l. to r., Robert Greenwood, Granville Strachan, Joseph Murray, David Bryan, Tom Strain, Bill Hill, IVP Michael Murphy, and Richard Crouse.



REP. PAUL KANJORSKI (D-11th PA), fourth from left, with L-13 delegates, l. to r., Tom Strain, Granville Strachan, Robert Greenwood, Dave Bryan, Joseph Murray, Bill Hill, and Richard Crouse.



REP. ELIOT ENGEL (D-17th NY), left, with Thomas Klein of Local Five.



REP. PATRICK KENNEDY (D- 1st RI) with L-582 delegate Arthur Richardson and his daughter, Bianca, and wife, Rosa.



REP. PHILIP ENGLISH (D-21st PA), fourth from right, with, l. to r., IVP McManamon, L-154 delegates Stanley Wolfe, Dan Quinn, Al Cafrelli, and Tom O'Connor, Gene Hammer of L-151, IVP Murphy, IR Bob Heine, and Onorato Buccì of L-154.



REP. RON KLINK (D-4th PA), center, with, l. to r., Stanley Wolfe of L-154, Joseph Murray of L-13, L-154 delegates Tom O'Connor and Al Cafrelli, IVP Michael Murphy, IR Bob Heine, and L-154 delegates Dan Quinn and Onorato Buccì.

CONGRESSIONAL RECEPTION



REP. RON KLINK (D-4th PA), right, with International President Charles W. Jones (l.) and Gene Hammer of Local 151 (c.)



REP. KEN LUCAS (D-4th KY), second from right, with, l. to r., Julie BoCook, Sharon Scott, Gary Scott of the NTL, and Mrs. Lucas.



REP. DENNIS KUCINICH (D-10th OH), third from right, with, l. to r., Bill Foley of L-1086, John Clark and John Finucan of L-744, IVP Larry McManamon, and Dave Piero of L-1191.



REP. JAMES MALONEY (D-5th CT), third from right, with L-614 delegates, l. to r., William Postler, Cecile Lehou, James Papa, George Strutt, and Thomas Anderson.



REP. SHEILA JACKSON LEE (D-18th TX), center, with IVP George Rogers (l.) and Director of Legislation Ande Abbott.



REP. FRANK MASCARA (D-20th PA), center, with, l. to r., L-154 delegates Stanley Wolfe, Al Cafrelli, Tom O'Connor, Onorato Bucci, IR Bob Heine, and Dan Quinn.



REP. WILLIAM LIPINSKI (D-3rd IL) rep. by Jason Tai, left, and REP. LANE EVANS (D-17th IL) rep. by Carolyn Shropshire, center, with, l. to r., Richard Eller of L-363, Brenda Burton, Anna Garcia of M114, IVP McManamon, Bill Staggs of L-483, Joe Brice of SIIC, and MOST Admin. Bill Palmisano.



REP. CAROLYN MCCARTHY (D-4th NY), center, with, l. to r., IVP Michael Murphy and Thomas Klein of Local Five.



REP. NITA LOWEY (D-18th NY), center, with, l. to r., Thomas Klein of Local Five, and Director of Legislation Ande Abbott.



REP. DAVID MINGE (D-2nd MN), third from left, with, l. to r., Thomas Bremer of L-650, Ray Giesler of L-650, IVP Larry McManamon, and L-117 delegates Ron Hill and Dean Johnson.

CONGRESSIONAL RECEPTION



REP. DENNIS MOORE (D-3RD KS), center, with, l. to r., IVP George Rogers, Keith Gurwell of D93, Larry Horseman of L-83, Mrs. Moore, Dennis Schissel of L-83, and Michael Smith of D109.



REP. DAVID PHELPS (D-19th IL), third from right, with, l. to r., IVP Larry McManamon, Ben Kosiek of L-1, Richard Eller of L-363, Joe Brice of the SIIC, and Bill Staggs of L-483.



REP. JERROLD NADLER (D-8th NY), center, with, l. to r., IVP Michael Murphy and Thomas Klein of Local Five.



REP. JACK QUINN (R-30 NY), the Boilermakers' Legislator of the Year (at left), with Local 7's Martin Spencer.



REP. JOHN W. OLIVER (D-1ST MA), second from right, with L-29 delegates, l. to r., Jack Meade, Paul Meade, and Stephen Goodhart.



SEN. CHARLES ROBB (D-VA), second from left, with, l. to r., Gary Daniel of L-684, and L-45 delegates Chris Hayne, Frank Hartsoe, Jeff Morris, Rickey Owen, and DL Ande Abbott.



REP. MAJOR OWENS (D-11th NY), center, with, l. to r., DL Ande Abbott and Thomas Klein of Local Five.



SEN. CHARLES ROBB (D-VA) with Faye Crossgrove (l.), LEAP admin. asst., and Betty Child, an admin. asst. with the Brotherhood of Locomotive Engineers.



REP. COLLIN PETERSON (D-7th MN), represented by Mike Brownell, third from right, with, l. to r., Ray Giesler of L-650, IVP Larry McManamon, Thomas Bremer of L-650, Ron Hill of L-117, and Dean Johnson of L-117.



REP. TIM ROEMER (D-3rd IN), represented by David Corson, center, with Local 524 delegates, l. to r., Otis Collins, IVP Larry McManamon, Johnnie Johnson, and David McCoy.

CONGRESSIONAL RECEPTION



SEN. PAUL SARBANES (D-MD), center, with, l. to r., Francis Duggan of L-193 and IP Charles W. Jones.



REP. JOHN S. TANNER (D-8th TN), second from left, with, l. to r., Bobby McGahey of L-455, Charles Miles of L-656, and IVP Othal Smith.



REP. THOMAS SAWYER (D-14th OH), fourth from left, with, l. to r., IP Charles W. Jones, Bill Foley of L-1086, John Finucan of L-744, Jeff Elliott of L-106, Dave Piero of L-1191, Ken Blankenship of L-106, IVP Larry McManamon, IR Ron Lyon, and John Clark of L-744.



REP. JOHN TIERNEY (D-7th MA) represented by Harry Hoglander, second from left, with L-29 delegates, l. to r., Jack Meade, Stephen Goodhart, and Paul Meade.



REP. RONNIE SHOWS (D-4th MS), second from right, with, l. to r., Warren Fairley of L-693, IP Charles W. Jones, and IVP Newton Jones.



REP. ALBERT WYNN (D-4th MD), center, with Francis Duggan of L-193 (l.) and IP Charles W. Jones.



REP. TED STRICKLAND (D-6th OH), fourth from left, with, l. to r., IP Charles W. Jones, Bill Foley of L-1086, John Finucan of L-744, Jeff Elliott of L-106, Dave Piero of L-1191, Ken Blankenship of L-106, IVP Larry McManamon, and IR Ron Lyon.



REP. DON YOUNG (R-AK at large), second from right, with, l. to r., Larry Attleson of L-502, Bonnie Attleson, Mrs. Young, and DL Ande Abbott.



REP. JOHN S. TANNER (D-8th TN), fifth from left, with, l. to r., IP Charles W. Jones, DL#57 BM Sam May, L-455 ABM Ed Vance, Mrs. Tanner, IVP Othal Smith, Gary Cookston of L-656, Steve Trotter of L-453, Paul Ownby of L-911, and RCBS Len Beauchamp.



Representatives of the National Labor Relations Board (NLRB) attended the LEAP congressional reception. l. to r., Michael Manley of the Blake & Uhlig Law Firm, IVP Michael Murphy, NLRB Chairman John Truesdale, IVP Larry McManamon, NLRB member J. Robert Brume III, IP Charles W. Jones, NLRB member Peter Hurtgen, NLRB Region 5 Attny. Al Palewicz, NLRB Region 5 Reg. Dir. Louis J. D'Amico, NLRB Region 5 Res. Off. Gary Muffley, and IVP Newton Jones.

SETTLEMENTS

New contract summaries

A brief listing of recent agreements signed and ratified by Boilermaker local lodges

S2 – Lavergne, TN

INTL. REP. GENE BRIDGES reports contract ratification, effective October 1, 1998 to October 1, 2001, for 100 members of Local S2, Lavergne, Tenn., who make central air conditioners (Tempstar-Heil, Comfort Air, and other brand names) for the **International Comfort Products Corp.**

L-6 – Oakland, CA

MICHAEL GRABOWSKI, BM-ST of Local 6, Oakland, Calif., reports contract ratification, effective November 1, 1998 to October 31, 2001, for ten Local 6 members who make traffic control and lighting poles at **Ameron International Pole Products**, and effective August 1, 1998 to July 31, 2001, for 35 Local 6 members who make large disposal containers at **Bay-Con, Inc.**

M6 – Chicago, IL

INTL. REP. SCOTT ENGE reports contract ratification, effective Feb. 1, 1999 to Feb. 5, 2001, for 57 members of Local M6, Chicago, Ill., who work in the production and maintenance unit at the **Western Rust-Proof Co.**

L-11 – Helena, MT

RONDY CRAWFORD, BM-ST of Local 11, Helena, Mont., reports contract ratification, effective May 1, 1999 to April 30, 2000, for five members of Local 11 who produce boiler controls at **Northwest Boiler, Inc.**

M13 – St. Louis, MO

EARNEST GOODLOW, bus. mgr./fin. sec. of Local M13, St. Louis, Mo., reports contract ratification, effective Feb. 17, 1999 to Feb. 16, 2000, for one Local M13 member who works with diversified polishing at the **O'Malley Polishing Co.**; effective Feb. 17, 1999 to Feb. 17, 2002, for six Local M13 members who work with chrome plating and diversified polishing materials at the **St. Louis Plating Co.**; effective Feb. 22, 1999 to Feb. 21, 2002, for Local M13 members who work with assorted products for auto-painting and molding at **Siegel Roberts, Inc.**; and effective Feb. 17, 1999 to Feb. 16, 2000 for seven Local M13 members who work with chrome plating and polishing at the **Triangle Plating Co.**

L-27 – St. Louis, MO

DONALD LINK, BM-ST of Local 27, St. Louis, Mo., reports contract ratification, effective March 21, 1999 to March 24, 2002, for 20 members of Local 27 who fabricate steel at **Artco Fabricating.**

L-57 – Portsmouth, VA

INTL. REP. STEVE BEAL reports ratification of a three-year contract, effective April 30, 1998, for members of Local 57, Portsmouth, Va., who recycle metal scrap, paper, and greenwaste at the **Norfolk Naval Station's Resource, Recovery, and Recycling Program.**

L-84 – Paola, KS

INTL. REP. GARY MEYER SR. reports contract ratification, effective February 1, 1999 to January 31, 2004, for 100 members of Local 84, Paola, Kan., who fabricate welded piping assemblies and build tank vessels at **Taylor Forge Engineered Systems, Inc.**

L-104 – Seattle, WA

CHUCK HUGHES, business representative of Local 104, Seattle, Wash., reports contract ratification, effective October 1, 1998 to September 30, 2002, for six members of Local 104 who fabricate metal at **Safe, Inc.**, and effective September 1, 1998 to August 31, 2003, for ten Local 104 members (formerly represented by Local 568 prior to their 1998 consolidation with Local 104) who work in the maintenance unit in the production of Kraft paper at **Simpson Tacoma Kraft Co.**

S125 – Los Angeles, CA

INTL. REP. HENRY JUAREZ reports contract ratification, effective March 1, 1999 to March 1, 2003, for 30 members of Local S125, Los Angeles, Calif., who work in coating and lamination at the **California Combining Corp.**

L-177 – Green Bay, WI

INTL. REP. LEN GUNDERSON reports contract ratification, effective November 1, 1998 to October 31, 2002, for 46

members of Local 177, Green Bay, Wis., who work in the wire factory at **Fort Howard Steel and Wire**, and effective Feb. 27, 1999 to Feb. 1, 2004, for 23 Local 177 members who work in the forge shop at the **Green Bay Drop Forge Company.**

L-242 – Spokane, WA

LYNN RAWLINS JR., BM-ST of Local 242, Spokane, Wash., reports contract ratification, effective June 1, 1999 to May 31, 2000, for 15 Local 242 members who repair boilers and perform general fabrication work at **Northwest Boiler.**

D328 – Cheektowaga

INTL. REP. ROBERT SIMMONS reports contract ratification, effective May 1, 1999 to May 1, 2002, for ten members of Local D328, Cheektowaga, N.Y., who produce stone and asphalt at the **Buffalo Crushed Stone, Inc.'s** Alfred Station.

L-329 – Philadelphia

INTL. REP. RON MARLEY reports contract ratification, effective December 1, 1998 to November 30, 2001, for four members of Local 329, Philadelphia, Pa., who work in the production and maintenance unit at **Cardinal Fiberglass Industries, Inc.**

L-357 – Peru, IN

RONNIE MANNING, president of Local 357, Peru, Ind., reports ratification of a three-year contract,

Puget Sound workers join Boilermakers

Become first unit of new Federal Employees Division

WANTING STABILITY and a voice in the workplace, employees of the Puget Sound Vessel Traffic Service voted UnionYes!, and secured their first union contract with their employer, the U.S. Coast Guard. Intl. Rep. Gary Prochnow, who organized the unit with Intl. Rep. Steve Beal, said the employees were tired of work rules changing each time a new military officer took command of their office. With issues such as civilization and

new technology, the vessel traffic controllers wanted a voice in their workplace.

Their new union contract, effective December 16, 1998 to December 16, 2001, gives them that voice plus the stability and security they deserve.

The ship traffic controllers are now members of the Boilermakers' newest division, the Federal Employees Division.

Organizing Director Bill Creeden reports that this is just the first unit for this new division, as the Coast Guard also has facilities in San Francisco, Houston, and New York.



L-1600 members ratify four-year contract

INTL. REP. HOWARD COLE reports contract ratification, effective April 1, 1999 to April 5, 2003, for 31 members of Local 1600, St. Charles, Ill., who produce water purification machinery at **Walker Process**. Negotiating the contract are, back row, l. to r., Mfg. Mgr. Randy Stevenson, Chief Fin. Off. Mark Delaney, L-1600 Comm. Mbr. Ron Thornton, and L-1600 Vice Pres. Jerry Hughes; front row, Acct. & Hum. Res. Mgr. Jerri Ferrell.

effective May 17, 1998, for 160 Local 357 members who produce boilers at the **Bryan Steam Corporation.**

D476 – Odessa, TX

INTL. REP. NICK ADAMS reports contract ratification, effective August 1, 1998 to July 31, 2003, for 39 members of Local D476, Odessa, Texas, who produce cement at **Southdown, Inc.**

L-483 – Alton, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Feb. 6, 1999 to Feb. 6, 2002, for 65 members of Local 483, Alton, Ill., who produce chemicals at the **Willert Home Products Company.**

L-651 – Somerville, MA

INTL. REP. VINCENT DiCLEMENTE reports contract ratification, effective April 10, 1999 to April 10, 2002, for members of Local 651, Somerville, Mass., who work at **A.B.B. Combustion Engineering** in Newington, N.H.

L-S699 – Menominee

INTL. REP. LEN GUNDERSON reports contract ratification, effective Dec. 19, 1998 to

Dec. 20, 2002, for 430 members of Local S699, Menominee, Mich., who work at the **Emerson Electric Co.**, producing vacuums for sale at the Sears stores.

L-908 – Wadsworth, OH

INTL. REP. RON LYON reports contract ratification, effective February 23, 1998 to February 23, 2002, for 130 members of Local 908, Wadsworth, Ohio, who work at **Technocast, Inc.**

L-1012 – St. Louis, MO

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Feb. 1, 1999 to February 1, 2002, for 69 members of Local 1012, St. Louis, Mo., who work in the production and maintenance unit at the **Engineered Air Systems, Inc.**

L-1252 – Chicago Heights, IL

DANIEL FRALEY, recording secretary for Local 1252, Chicago Heights, Ill., reports ratification of a five-year contract, with general wage increases retroactive to September 28, 1998, for Local 1252 members employed at the **Thrall Car Manufacturing Company.**

A summary analysis of these contract settlements

Prepared by the Research and Collective Bargaining Department of the International Brotherhood of Boilermakers

THIS ANALYSIS of the 30 agreements outlined above is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 2,285 employees.

Wage Increases

TWENTY-SEVEN facilities received pay increases in 1998, averaging \$0.37 per hour or 3.39 percent. In 1999, 25 facilities will receive pay increases averaging \$0.43 per hour or 3.03 percent. Twenty-four facilities will receive pay increases in 2000, averaging \$0.39 per hour or 3.01 percent. Seventeen facilities will receive pay increases in 2001, averaging \$0.46 per hour or 2.98 percent. Six facilities will receive pay increases in 2002, averaging \$0.39 per hour or 3.17 percent. There are two federal units whose wages are determined by area wage surveys.

Pension

TWENTY-NINE facilities participate in some type of pension program. There are 14

facilities which participate in the Boilermaker-Blacksmith National Pension Trust. Their contributions range from \$0.30 to \$2.50 per hour. Average benefits are: first year - \$1.08; second year - \$1.15; third year - \$1.15. Eight facilities offer a 401(k). 11 have company-sponsored plans, one has a profit sharing plan, and one participates in the Boilermakers National Annuity Trust. Two facilities participate in a pension plan sponsored by a local lodge.

Shift Differential

TWENTY-SEVEN agreements provide for a second shift premium, of which 23 report a cents-per-hour premium that ranges from \$0.10 to \$1.00. The average is \$0.25 per hour.

Twenty-three agreements provide for a third-shift premium, of which 20 provide a cents-per-hour premium that ranges from \$0.10 to \$1.00. The average is \$0.31.

The remaining agreements pay on a percentage basis (ranging from five to ten percent) or provide full pay for a reduced shift.

Sickness & Accident

TWENTY AGREEMENTS

provide weekly sickness and accident indemnity. Of these, 17 pay a set dollar amount ranging from \$100 to \$335 per week. Average rates are: first year - \$209; second year - \$210; third year - \$212. The remaining agreements provide a percentage of the employee's earnings. The length of time off ranges from 13 to 52 weeks. The most common is 26 weeks found in 14 agreements.

Life Insurance/AD&D

TWENTY-THREE agreements provide life insurance. In 21 of the agreements there is a set dollar amount ranging from \$1,000 to \$40,000. The average benefit for the first year is \$14,109. The remaining agreements multiply wages by 2080 hours, times two, for the benefit amount.

Nineteen agreements provide **Accidental Death and Dismemberment** (AD&D) insurance. In 18 of the agreements there is a set dollar amount ranging from \$1,000 to \$50,000. The average is \$17,028. The remaining agreements multiply wages by 2080 hours, times two, for the benefit amount.

Vacation

TWENTY-FIVE agreements provide a one-week vacation. All agreements provide a two-week vacation. Twenty-nine agreements provide a three-week vacation. Twenty-six agreements provide a four-week vacation. Ten agreements provide a five-week vacation, and two agreements provide a six-week vacation.

Paid Holidays

ALL OF THE agreements provide for paid holidays. The number of paid holidays ranges from nine to 14. The average is ten.

Other Provisions

TWENTY-EIGHT agreements provide **funeral leave**. Paid leave for **jury duty** is found in 27 agreements. **Union leave** language is found in 12 agreements. Eighteen agreements provide all or partial reimbursement for the purchase of **safety shoes**. Seven agreements provide paid leave for those persons who spend two weeks at **military encampment** each year. Five provide a **severance payment package**, and one has a **Cost of Living Adjustment (COLA)** clause.

Honors

Pins awarded for 40+ years of continuous membership

INTL. SECRETARY-TREASURER Jerry Z. Willburn reports that the following members earned their pins for 40 or more years of membership, December 15, 1998 to March 8, 1999:

60 Years		
Robert L. Ericson	L-647	Dale L. Fincher
Everett H. Howell	L-647	Donald H. Gosewisch
Gerald D. Meyer	L-60	Dale D. Haggerty
Viggo A. Monssen	L-647	Melvin E. Hawley Jr.
Arthur C. Nelson	L-647	Gunnar K. Hedberg
John R. Proulx	L-647	Leverne J. Hellem
John P. Showalter	L-1	Leslie E. Johnson
Howard C. Simberg	L-647	Vernon H. Lewis
Roy A. Simberg	L-647	Edward Lormand
Harry C. Wahlquist	L-647	Herbert H. Lovelace

55 Years		
Harry J. Abraham	L-647	James G. Mizell
Elmer C. Austin	L-647	Donald R. Mullican
Adam Barmettler	L-647	G. W. Nepstad
Theo M. Breckheimer	L-647	Anthony Panozzo
Leonard T. Cison	L-647	Anthony Procak
Henry Engelbrecht	L-647	Melvin J. Reis
William O. Frits	L-647	Charles C. Rogers Jr.
Raymond G. Fritz	L-647	Wyman H. Sandie
George A. Gipple	L-647	Clyde E. Schultz
Philip F. Glogau	L-647	Richard F. Thompson
Murray J. Gordon	L-5	Byron D. Tyler
Max G. Hoelscher	L-647	Carl G. Vogel
John T. Ion	L-647	David W. Vorwerk
Hjalmar Kauppi	L-647	Arnold E. Walser
Walter E. Kihlgren	L-647	John E. Whitten
John G. Leikas	L-647	Herman J. Wittsack

40 Years		
Arnold I. Lindholm	L-647	C. Beck
Vernon S. Loomis	L-647	Wesley Bengtson
Clair Malmin	L-647	Eugene R. Benson
Joseph F. Marciniak	L-647	Francis E. Bozeman
Henry M. Ostlund	L-647	William H. Carleton
George H. Partington	L-647	Dick T. Carney
Nichola P. Pettas	L-647	Fiori Ciligot
Douglas Sargent	L-647	Clyde W. Elliott
John S. Sedivec	L-647	Phillip R. Engler
Gordon W. Simberg	L-647	Anthony J. Flygare
Lowell A. Wenholz	L-647	Joseph J. Francesconi
Ray V. Woods	L-647	E. L. Gjelhaug

50 Years		
Eugene G. Archambault	L-647	Niilo Haataja
Thomas L. Baggett	L-587	Ermil E. Hartman Jr.
Kenneth C. Bakken	L-647	Herbert E. Heid
Dale F. Berthiaume	L-647	Nick Hietalati
Gordon J. Brinkman	L-647	Irving S. Hoiland
Edward F. Corbesero	L-29	James R. Hunter
Howard M. Crone Jr.	L-45	Philip Indovina Sr.
John J. Hasti	L-647	Ronald J. Klug
Conrad A. Hummel	L-647	Laverne E. Law
Neva M. Huppert	L-647	L. O. Lecy
Edward D. Jeresek	L-647	James W. Lewis
Jack R. Johnson	L-374	O. E. Lewis
Harvey J. Keefe	L-647	Ray E. Mizell
Harry Kilpatrick	L-193	William M. Nixon
Leo T. Lymer	L-647	Louis E. Olsen
Max R. Murtaugh	L-647	Paul E. Parker
Kenneth F. Shaw	L-647	Richard J. Pratschner
Gerald M. Tesch	L-3	Bryon C. Quam
Carroll W. Worsham	L-45	Nestor H. Sabrowsky
G. T. Weeks	L-647	Donald B. Scherer

45 Years		
Philip A. Austin	L-45	William F. Shape
James J. Bailey	L-74	Douglas Shilts
Charles F. Brackey	L-263	Glen A. Shilts
Thedford Bradshaw Jr.	L-45	Gordon D. Shilts
Patrick Byrne	L-128	Richard L. Sims
Donald R. Dwyer	L-647	James L. Smith
		Gerald O. Stensland
		Phillip R. Viskoe
		Forrest L. Welton

Trustees earn awards for distinguished service



L-29's Lucky Hayes earns award for service as chairman of the National Annuity Fund

FREDERICK T. "LUCKY" HAYES, center holding plaque, receives a Distinguished Service Award at a board meeting of the National Annuity Fund. Hayes, a retired business manager of Local 29, Boston, Mass., has been chairman of the National Annuity Fund's board of trustees since the fund was started in 1985. He is a 45-year member who also served as a trustee to the Boilermakers National Health and Welfare Fund from 1987 to 1993, and is serving his second four-year term as a member of the Maine Workers' Compensation Board. □

Reynolds earns award as H & W trustee

HARRY J. REYNOLDS JR., with Independent Mechanical Services, Inc., has earned the Boilermakers' Distinguished Service Award for his service as a trustee of the Boilermakers National Health and Welfare Fund. He is pictured at right, accepting the award from International Vice President Larry McManamon. □



L-1's Showalter earns 60-year pin



PAT SHOWALTER (center, front) has earned his 60-year membership pin as a member of Local One in Chicago, Ill. Showalter was also CEO of Andee Boiler, a Boilermaker contractor. Joining him in his celebration are, front row, l. to r., Dan Raggio, a retired member of L-1 and CEO of Continental Tank and Jim Tallarovic, a retired member from Babcock & Wilcox Construction. Back row, l. to r., Roman, Andee Boiler CEO Bill Murphy, L-1 BM John Skermont, and L-1 Pres. Jack Benz. □

Dillon graduates with honors

CAROL DILLON, asst. to the managing editor, has completed a Bachelor's Degree of Arts in Liberal Studies, with a major in English and minors in Psychology and Sociology. Attending classes in the evenings and weekends, Dillon graduated magna cum laude while working full time in the Boilermakers Department of Communication.

Asked in 1992 to complete her college degree by then Communications and Organizing Director Newton B. Jones, Dillon returned to school on a

part-time basis, earning an Associates of Arts Degree from the Kansas City, Kansas Community College in 1994, and completing her Bachelor's Degree in December 1998. Her academic record and community involvement earned her annual selection for membership in the Who's Who Among Students in American Universities and Colleges.

A member of the National Transient Lodge, Dillon has worked at the International since 1980, and as assistant to the managing editor since 1989. □

Can the pension plan be changed for full retirement at age 55?

Ande Abbott answers this frequently-asked question about early retirement

BY FAR, THE MOST popular topic of the letters to the editor section of this newspaper is the request to change the Boilermaker-Blacksmith National Pension Plan so participants can retire with full benefits at age 55.

Recently, Local Six member Joseph Charles DePaulos wrote the International regarding early retirement. Due to the popularity of this question and the thoroughness of Asst. to the Intl. Pres. Ande Abbott's response, we are publishing their letters.

DePaulos wants full retirement at 55

I'M 52 YEARS OLD and a Vietnam Vet. It comes from the heart when I tell you that when you work in the shipyards for 20 years as a rigger, your body takes a severe breakdown - your kneecaps start bothering you, your back starts bothering you, your elbow joints start bothering you, and I could go on and on.

The retirement age should be put down to 55 with full benefits. I've been in the shipyard for 24 years, and I feel if you've had 20 years in, you have enough time. Let a man go out with dignity at 55 instead having to go out medically.

My job is dangerous. In the last ten years, five people have been killed and many others have been hurt. The pension age definitely has to be lowered.

JOSEPH CHARLES DEPAULOS, L-6
Oakland, Calif.

AIP Abbott responds

AS YOU POINT OUT in your letter, our craft wears our bodies out quickly and it would be wonderful to be able to retire with full benefits at age 55. As a shipyard boilermaker and a veteran myself, I know how hard it is to climb through the tight spaces of the ships as your body protests every move. Like you, my knees and back are causing me problems.

One of my positions with the International Brotherhood is to act as the Legislative Director in Washington D.C. It sickened me when Congress took action during the last session to increase the Social Security retirement age from 65 to 67, and are now trying to increase it to 70. This union has been fighting for years against the Social Security age increase; unfortunately, we lost on the floor of the House and Senate to the proposal by the Republican-led Congress.

The Boilermaker union's argument against the increase in Social Security

age increase is exactly the same argument as you made in your letter - our bodies give out, or we die, long before we are eligible to retire.

The Boilermaker-Blacksmith National Pension Trust is run independently of the International Brotherhood of Boilermakers. The Pension Trust has its own staff, their own offices, its own computers, and its own rules, many which are required by federal law, rule, and regulation.

The Pension Trust is jointly administered by representatives of both labor and management. One of the trustee's duty under law is to administer the fund in such a way as to make sure that all persons eligible to retire can retire receiving the annuity levels that are described in the plan booklet. In other words, they must ensure that the plan is and remains 100 percent funded.

The trustees also oversee the investments made by the trust fund to gain the most money to the pension fund possible. The trustees cannot, and will not, take any course of action that will hurt the benefits of retirees or future retirees as described in the plan.

International President Jones has requested several times that the pension plan trustees examine the possibility of permitting workers to retire at age 55 with full benefits. The trustees have performed several studies, all of which have concluded that lowering the retirement age to 55 is not feasible at this time. I am sure that President Jones will continue to push to lower the pension retirement age when the plan has sufficient funding to support the change.

The plan was recently changed to permit early retirement at age 55 with 30 years of service. In that case, an annuitant can receive 85 percent of his pension. However, it was determined that a more liberal retirement program could not be financially supported.

If you have any questions about the plan or benefits they should be addressed to the pension trust. Their phone number is (913) 342-6555. The plan's address is 754 Minnesota Avenue, Suite 522, Kansas City, KS 66101-2766.

All of the officers and staff participate in the same plan you do. We all hope that the plan will improve in the future. We share your wish to be able to enjoy earlier retirement. However, we also want the plan to stay rock solid and financially viable for all future retirees, too.

President Jones deeply appreciates your letter. Please rest assured that when the pension trust is able to support the lower retirement age for all participants, President Jones will push once again for lowering the retirement age to 55.

ANDE ABBOTT
Assist. to the International President

Pension investment creates jobs

THE HUNDREDS OF millions of dollars in U.S. pension funds need to be invested in ways that not merely assure that workers have a secure retirement, but also that the communities where they live remain economically viable, speakers told a Washington, D.C., conference on pension investment practices. The idea of "socially responsible" investment that works for U.S. workers surfaced often during the April 29-30 conference, at which some 200 labor officials, state and federal policymakers, academics, and investment professionals looked at ways of changing U.S. pension investment practices to promote community development and protect U.S. jobs.

This concept is not new to the Boilermakers' pension plan. On January 31, 1987, the trustees of the Boilermaker-Blacksmith National Pension Trust voted to invest in co-gen projects when economically feasible.

When our pension fund earns income by investing in projects that put our members to work, we win two ways. Our members get work now, and our pension fund gains the income it needs to ensure it can provide good benefits to those same members in the future. □

Former IVP Maywood Boggs dies

Served labor movement as president of Metal Trades Dept., OSHA liaison

MAYWOOD BOGGS, 84, of Charlottesville, Va., who served as International vice president for the Boilermakers' Mid-Atlantic and Tennessee Valley Section from 1956 until 1969, passed away on April 30, 1999, at the University of Virginia Hospital.

A member of Local 667, Charleston, W. Va., since 1937, Boggs had served as special assistant to the International president, working in the Boilermakers' Washington, D.C., office, prior to his appointment as International vice president.

In 1969, Boggs was elected president of the AFL-CIO's Metal Trades Department, a position he held until his 1971 appointment as a special assistant to the assistant secretary of labor for the U.S. Department of Labor's Occupational Safety and Health Association (OSHA). He served as an



Maywood Boggs, 1914-1999

OSHA liaison for organized labor until his 1976 retirement.

Boggs is survived by two daughters, Nancy Richards of Longmont, Colo., and Sarah Winter of Steamboat Springs, Colo.; two sons, Mike Boggs of Eugene, Ore., and Mark Boggs of Knoxville, Tenn.; and one sister, Louise Boggs of Fork Union, Va. □

Local 744's Galle thinks of his union as family



Members of Local 744's retirees coffee club meet quarterly. Pictured clockwise, starting from the front, are Carl Neuroth, Jim Coachman, Thomas Johnston, Mike Conner, Wolfgang Galle, Mell Sanzotta, and Louis Wisnyai.

RETIRED MEMBERS OF Local 744, Cleveland, meet quarterly in Ashtabula, Ohio. Wolfgang Galle, who joined Local 744 in 1957, thinks of these meetings as family reunions.

"When I became a member of Local 744, I did not know anyone. I was not even a citizen of this great country, but a foreigner from a far away country who could not speak the language very well," said Galle. "But over the years I have met some of the nicest families who are members of the

Boilermakers. For me, Local 744 would not be the same without the Hoppertons and their Peppi, the Padavicks, Jewels, McManamons, Wisnyais, Clarks, Kellys, Vanderwysts, Atwoods, Van Valiens, and Wilsons (they jokingly have their own little local called Wilsonville).

"Without these men and Local 744, I could not have reached my American dream - a better life and education for my children and grandchildren." □

New web site for seniors

SOCIAL SECURITY is now hosting a web site called Access America for Seniors, at www.seniors.gov. Through the site, you can get information on Medicare, nursing homes, HUD housing, and VA benefits. Your nearest Social Security office and benefit verification

letters are also available through the site, and all appropriate privacy and security safeguards have been taken by Social Security. Of course, you can still write to Social Security, call them at 1-800-772-1213, or visit a Social Security office in person. □

D579's Elwood Preeper retires

LOCAL D579 SEC. TREAS. Raymond Black (r.) presents a retirement gift to Elwood "Jeep" Preeper. Preeper, who has been a member of Local D579 since it was chartered in the 1970s, has worked for Shaw Brick and Shaw Pipe in Lantz, Nova Scotia, for 39 years.



Avis, Budget rental car discounts introduced

Planning a vacation? Just being a union member can save you money if you rent a car from Avis or Budget

UNION PRIVILEGE has added two new car rental discount providers: Avis and Budget. Both have agreed to provide members with varying discounts of 15 percent or more. The two new vendors were selected because they are popular with union members, they have significant levels of union representation at many locations, and they have agreed to offer their best discounts to union members.

The discount amounts offered will vary, depending on location, vendor, time of year, and type of rental. Both providers will automatically apply the discount if a union member rents a car using his or her Union Plus Credit Card; otherwise, members must present the appropriate identification number (B723700 for Avis; V816100 for Budget). For reservations, call Avis at 1-800-698-5685; or call Budget at 1-800-455-2848.

Eight ways you can repair your credit

Your borrowing days may not be over if you rebuild your credit

HAVING BAD CREDIT—marks on your credit report of anything from a late payment or default to repossession, foreclosure, lien, judgment, or bankruptcy—often feels like the end of the world. And many people with credit problems often believe their borrowing days are over.

Fortunately, it's rare for anyone with bad credit to suffer complete financial ruin. But even though you probably still can borrow money with poor credit, you may end up paying a lot more for it.

You can end that cycle by repairing and rebuilding your credit. Here's how:

1. Create a spending plan. Take a month or two to track your spending habits. Write down everything you spend your money on, and don't forget to include purchases made with checks, debit cards, or credit cards. Also, track your income for these months. At the end, list every category of expense, and then write down the total amount per month you spent in that category. With your expenses listed, you are now ready to create a spending plan. One goal is to put a per-

centage of your income each month into savings—a necessary step in rebuilding your credit.

2. Review your credit report. You may contact one of the Big Three credit bureaus and order your credit report for \$8 (see last paragraph). Or you may order a consolidated credit report, which contains information from all three credit bureaus, by visiting the Union Privilege/Debt Counselors of America's web site link listed at www.unionprivilege.org/consumer/index.htm (cost \$29.95). The advantage of the consolidated report is that the information is more complete and comes to you in a concise, easy-to-read format. As you read through it, make a list of anything that may be incorrect, out-of-date, or misleading, then fill out the request for investigation form that came with it and type a letter describing any problem entries and send it to the address provided. Credit bureaus are obligated to investigate such disputes within 30 days.

3. Add positive account histories to your credit files. Often, credit reports don't include accounts that you might expect to find. If your credit file is missing information for accounts you pay on time, send the credit bureaus a copy of a recent account statement and copies of canceled checks. Ask the

Members who are Union Plus Credit Card holders received a special informational insert in their March credit card statements. The insert included special discount coupons, which are in addition to the union discounts. For example, the Budget coupon offers \$10 off weekend rates in addition to the already-existing 15 percent program discount.

If you have questions about the discount offers or the varying rates, please call Union Privilege Communications Coordinator Deborah Davis at 202-293-5330. □

credit bureaus to add the information to your file.

4. Add information showing stability to your credit file. If any basic information—including employment, current and previous addresses, date of birth, social security number, or bank checking or savings account numbers—are missing or incorrect, ask that these items be added or corrected.

5. Get credit in your own name. If you are married, widowed, separated, or divorced, getting credit in your own name is important. Especially if all or most of your financial problems can be attributed to your spouse or former spouse, or if most of the credit was in your spouse's name only. Contact all three credit bureaus and ask that a credit file be created in your name only, then insist that the credit bureaus remove or update all accounts belonging to your spouse alone.

6. Combine your credit history with your spouse's. If, on the other hand, you are the one with bad credit and your spouse has good credit, it may help to ask the three credit bureaus to merge both your credit histories (counter to the advice in Step 5). Once this is done, your spouse must then write to the credit bureaus to have your credit accounts removed from his file (Step 5).

7. Get credit cards and use them wisely. If you don't have a credit card, apply for one. If you can't get a regular credit card, you may wish to apply for a secured credit card. With a secured card, you deposit a sum of money with a bank and obtain a credit limit for a percentage of the amount deposited. If you charge something every month and make your payments on time, your credit report will show steady and proper use of revolving credit.

8. Open a bank account. Creditors look for bank accounts as a sign of stability. They also look for bank accounts as a source of how you will pay your bills. If you fill out a credit card application and cannot provide a bank account number, you probably won't be given credit.

For more information, contact the Consumer Credit Counseling Service at 1-800-388-2227 or check out the Debt Counselors of America (DCA) consumer information link on the Union Privilege web site, located at www.unionprivilege.org/consumer/index.htm. This site link offers consumer advice and information designed specifically to serve union members and their families. DCA is the nation's first non-profit, Internet-based debt counseling agency.

The Union Plus Secured Credit Card may help you re-establish your credit. This credit card offers a competitive fixed Annual Percentage Rate and a low annual fee. To apply, call 1-800-622-2580. Contact the Big Three Credit Bureaus at: Equifax—1-800-685-1111; Transunion—1-800-916-8800; Experian—1-800-392-1122. □

Members Only

The money-saving programs listed below are available only to Boilermaker members and their immediate families.*



UNION PLUS CREDIT CARD

A credit card is available.

For information call:
1-800-522-4000



LEGAL SERVICE

Free and discounted legal services. Includes a free consultation (up to 30 minutes).

For information call:
1-800-452-9425



LIFE INSURANCE

Term insurance is available for members; spouses and children may be included.

For information call:
1-800-899-2782



DENTAL SERVICE

Offers predetermined discount fees for dental services and procedures.

For information call:
1-800-257-8352



MORTGAGE & REAL ESTATE

Buying, selling, refinancing made easier, more affordable. Special savings on real estate agent services.

For information call:
1-800-848-6466



ACCIDENT INSURANCE

Workplace accidental death insurance is available.

For information call:
1-800-899-2782



UNION FAMILY SAVERS

Savings on everyday consumer products and services—including Hertz car rentals, Disney World hotel stays, hearing aids, and more.

For information call:
1-800-452-9425

For more information on these members-only benefits, call

1-800-452-9425

BOILERMAKERS UNION PRIVILEGE BENEFITS

*Includes retired members. Parents and children of members and retired members with retired member cards are eligible for the mortgage program and union family savers directly; they are eligible for other programs through the Boilermaker member. Program restrictions may apply to members outside the continental United States. Phone 1-800-452-9425 for clarification of eligibility and more information on how you can apply.

Good reasons to buy U.S. savings bonds

Easy to buy

You can buy Series EE savings bonds through most financial institutions and through the payroll savings plan where you work. You pay no fee or commission.



Education savings

U.S. Savings Bonds can provide tax savings when used to finance higher education. Find out if you meet the eligibility requirements.

Tax advantages

Interest earned on U.S. Savings Bonds is exempt from state or local income tax. You can also defer paying Federal income tax until you cash your bond or it stops earning interest in 30 years.

Good for America

The same features that make savings bonds good for you make them good for America. When you invest in savings bonds you are helping finance our country's needs.



An inflation indexed savings bond, called the Series I Bond, is also available. For more information, go online at www.savingsbonds.gov.

Safe and secure

U.S. Savings Bonds are backed by the full faith and credit of the United States. Bonds can be replaced free of charge if lost, stolen, or destroyed, as long as it can be established by the Bureau of the Public Debt that the bonds are either still outstanding or have been erroneously paid.

Easy to understand

Series EE Bonds earn 90 percent of five-year Treasury securities yield right from the start. You can redeem your bonds anytime after six months. If you redeem a bond before five years, there is a three-month interest penalty. After five years, there is no penalty. Your bonds will grow for 30 years.

(Allow five weeks for change of address.)

We need solidarity in the voting booth as much as we do on the job

Gains we make at the bargaining table can be nullified by actions of Congress or Parliament

IN 1995, CANADIAN Boilermakers working in the railroad industry learned a lesson they will never forget – and neither should you.

These members of our union were proud to be represented by a union which has represented Boilermakers working on railroads for over 100 years. They looked forward to retiring on a Boilermaker pension.

But the government of Canada had other ideas. Parliament decreed that all railroad workers in Canada must be represented by the same union. Overnight, these 750 Boilermakers were forced to leave the union they had chosen to represent them – forced out not by some greedy multinational corporation, but by their own elected federal government.

Here is the lesson, and I hope none of us ever forgets it: Anything we gain at the bargaining table can be taken away from us by our elected leaders.

Anything.

Governments have nearly absolute power over their citizens. Fortunately, in a democracy, the people retain the power to vote them out of office if we don't like the way they are leading us.

That is why your International works so hard to keep up

with what is happening in Washington and Ottawa and in state and provincial capitals. That is why we study candidates, publicize their voting records, and make recommendations. That is why we strongly encourage our local lodges to work with their state and local AFL-CIO COPE offices to keep abreast of proposed laws in their states and candidates for local offices.

That is why we publish information on legislative issues and on candidates for office in *the Boilermaker Reporter*, on our web site, in the Boilermaker LEAP FAXes, and in other publications created to keep our members informed.

And that is why we urge every member of our union to register to vote, to study the issues, and to vote in their own best interest.

Your vote is the only power you have to convince our elected leaders that they must look out for you and your families.

Yet despite all our efforts, we find that many of our members aren't registered to vote. Many of them don't know anything about the candidates who are running for office in their areas. Many of them never go to the polls.

And worst of all, many of them go to the polls and vote for candidates who do not represent working families – candidates who have announced in their campaign speeches and their press releases and on television and in the newspapers that they oppose unions, that they want to privatize Social Security, that they think OSHA rules should be relaxed, that they believe the 40-hour week should be

scrapped, that they believe it is all right for American corporations to move their factories overseas and do away with American jobs in the name of global competition.

In the 1998 election, we made great progress in reaching some of these members. Voters from union households were a significant factor in removing some of the most anti-worker members from Congress.

The best thing American workers can do for themselves is to get a Speaker of the House who will allow our bills to come to the floor for debate and vote.

And Boilermakers made a big difference. But the Republican Party still holds a majority in the House of Representatives, and that means a lot of our pro-worker legislation will not even come up for debate.

In the House, the majority party elects the Speaker, and the Speaker has enormous power. He decides who will be on each committee. He decides who will chair each committee. And he decides which bills come to the floor for debate, when they come to the floor, and when they will be voted on.

Think about that power. If the Speaker opposes a bill, he can simply leave it off the calendar. As a result, the House will never debate it. Even newspapers and television will never discuss it, because the media only report on what Congress is debating. They don't go out and ask Americans what laws we want; they just report on what bills are being discussed in Congress.

Social Security privatization is a good example. Few Americans are for it, but Republican congressmen back this approach, so it gets in the news.

Sixty percent of Americans support removing the cap on earnings subject to the Social Security tax, so that high-income wage earners would pay this tax on all of their income, not just the first \$72,000, according to a September 1998 poll. This option would make up 69 percent of the projected deficit, but you never even hear about it on television or in the newspapers.

The media only report on bills that the Speaker is willing to put on the calendar – Republican-sponsored bills to privatize the trust fund. No other solutions are discussed.

Without support from the Speaker of the House, pro-worker bills simply do not have a chance to get through the House. The best thing American workers can do for themselves is to elect a majority of Democrats to the House of Representatives so that the next Speaker will allow our bills to come to the floor for debate and vote.



Charles W. Jones
International President

I wish there were another way. I wish there were more Republicans like our legislator of the year, Jack Quinn. But he is clearly an exception to the rule.

The Republican Party is dominated by pro-business candidates who do not support workers' issues. As long as the Republican Party holds the House and the Speaker is a Republican, pro-business bills will get preferential treatment in getting on the calendar.

Pro-worker bills will be kept off the floor as long as possible.

If you want the House to talk about strengthening Social Security and Medicare, not cutting benefits or privatizing it, you need a Democrat in the Speaker's chair.

If you want universal health care instead of HMO "reform" that won't even allow us to sue HMOs when they cause us harm, you need to get Dennis Hastert out of that office.

If you want the House to take workers' issues seriously, to debate bills that protect workers on the job, strengthen OSHA, raise the minimum wage, and protect your right to organize unions and bargain collectively, then you need to put a majority of Democrats in the House of Representatives in the elections in November 2000.

There is no other way to get workers' issues on the House floor. □

LETTERS TO THE EDITOR

D6 mourns loss of retiree, Robert Jackson

ROBERT JACKSON passed away on March 17, 1999. He was employed at the plant for 32 years, serving as union president for a good number of those years. Jackson was born February 13, 1926 in Waterville, Kan., and served in the U.S. Navy during World War II. In 1946, he married Miss Lenora Kelly and their marriage was blessed with five sons: Richard, Larry, Terry, Jeff, and Gary. Richard is the current recording secretary for Local D6; Larry once served as the local union's president.

Robert will be fondly remembered by the members of Local D6 as a staunch union man. We are grateful for the many years he devoted to our union.

DAN KEMP, D6 vice pres.
Davenport, Iowa

L-667's Deem is proud of today's apprentice

I WAS SO GLAD to hear from all the brothers and sisters regarding my letter that appeared in V37 N2. The response I got was overwhelming, and that tells me something about our apprentices coming up through the ranks. We need these kind of people in the trade – opinionated people help create a bond and a stronger union.

I think some of the readers took my letter the wrong way, as I never said anything demeaning about anyone. I was just trying to say that we have to concentrate on rigging as well as welding, because on an emergency outage, we have to be able to do it all – make a safe work environment and get the unit back on line.

I was also saddened by the passing of Connie Mobley (asst. to the Intl. Pres. and one of the developers of the Boilermakers' construction organizing program). He will be sadly missed by his family and the Boilermakers, as well, as he accomplished so much for this union.

STEVE DEEM, L-667
Winfield, W.Va.

Local 29 member wants early retirement

BOILERMAKERS SHOULD be able to retire earlier than the rules presently allow. After 25 or 30-plus years, the physical toll is just too much. We need some kind of relief. The fund appears to have plenty of money. If the fund cannot afford it, I would like a detailed and specific explanation as to why.

We need either an earlier retirement age or at least a reduction in the penalty for early retirement.

FRANK KORIS, L-29
Rumford, Maine

L-85's Martin wants full retirement at age 58

WHAT HAPPENED TO lowering the age for full retirement to 58? Last year I was very pleased to hear the fund was seriously considering lowering the age requirement for full retirement six months a year until they were down to at least age 58. At age 58, I will have 40 years in service as a Boilermaker, and I for one feel that is by far enough.

ED MARTIN, L-85
Toledo, Ohio

Shaskan: Tube welder classification is too limited

I RECENTLY CALLED my hall in search of the current job forecast. I was amazed to hear that one of the boiler companies had a project going in my vicinity. Naturally, I inquired further about the project and found out that both shifts hired "all" tube welders.

This practice of hiring only tube welders is not new. We had this problem in the early 1980s. It was resolved, and Boilermakers were hired to do boiler work. It is more than obvious that boiler tube repair or construction also requires the expertise of mechanics!

Being a Boilermaker is a two-way street. We have an obligation to support the principles of our union, and the union has an obligation to ensure

that we get a fair share of the work for which we are qualified.

JON M. SHASKAN, L-549
Pittsburg, Calif.

L-549 ABM Seccret responds

I DON'T KNOW who told [Brother Shaskan] that both shifts hired "all" tube welders.

At peak, 67 Boilermakers were employed at the Potrero Station Power House located in San Francisco, Calif.

Forty of the 67 brothers were tube welders. [They completed] a total of 1,600 tube welds with two minor incursions and no cut-outs.

Any member wanting to look at the dispatch sheet for that job can come to the hall and I will be glad to provide them with the above factual information.

FRANK SECCRET, asst. bus. mgr.
L-549, Pittsburg, Calif.

Tell your fellow members what you think!

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